



NOVEMBER 14, 2007

# INSIDE

- Bowers wins Massey Award 6
- UNC cuts water usage 25 percent 8
- Communications feedback needed 9
- [gazette.unc.edu](http://gazette.unc.edu)

# UNIVERSITY Gazette

CAROLINA'S FACULTY AND STAFF NEWSPAPER

## Campus community lists attributes in next chancellor

Faculty members recognize that many strong leaders in higher education have come from backgrounds outside the academy, particularly politics and business. But they also believe that such leaders are the exception rather than the rule, and a gamble not worth taking when choosing Carolina's 10th chancellor.

That was one sentiment expressed by faculty who spoke before the Chancellor Search Committee at the Oct. 30 forum. In this second of three forums the committee is holding, faculty, staff and students expressed their feelings about the kind of chancellor they would like to see when Chancellor James Moeser steps down next summer.

Joseph Ferrell, the first person to speak, said: "We expect to find our new chancellor to be someone who admires and respects his faculty colleagues and works with them as a collegial leader rather than a chief executive officer and who values and respects the ancient traditions of shared governance and diversity and academic freedom that have been hallmarks of this institution for more than two centuries." Ferrell is long-time secretary of the faculty and professor of public law and government.

A third forum, scheduled for Nov. 15 from 6 p.m. to 8 p.m. in Gerrard Hall, will provide the opportunity for anyone unable to attend the previous forums to speak. For updates about the search process and to view video of the forums, refer to [www.unc.edu/chan/search/](http://www.unc.edu/chan/search/).

### A respect for the liberal arts

Ferrell said the single most important quality the executive committee of the Faculty

Council hoped to find was an understanding of the value of a liberal arts education.

"We hope that you look for someone who has a deep belief that the welfare and security of the human race is grounded in the bedrock of intellectual enlightenment," he said.

Faculty also hoped that the search committee would find a chancellor grounded in an understanding of the special responsibilities

able to reach out and translate for the people of North Carolina what the University does for them so they will continue to value and support it," he said.

While it would be an asset for the person to understand the state's history and the special place that Carolina holds in the hearts and minds of its people, Ferrell said, it would be a necessity for the next chancellor to have



Alan Moran (left), cabinetmaker in Facilities Services, and Joy Kasson, professor and chair of American studies, address the search committee during the Oct. 30 forum.



of a public university and would have extensive experience in that arena.

"As the public voice and face of the University of North Carolina (at Chapel Hill), an institution that aspires to be the best public university in the nation, the chancellor must be

"enough of the common touch to enable him or her to gain quickly the respect and confidence of the people of North Carolina and especially their elected representatives in

**See Chancellor, page 14**

## Moeser requests tuition increases for all except N.C. undergrads

Chancellor James Moeser has recommended for 2008-09 campus-based tuition increases of \$1,250 for nonresident undergraduates, \$800 for nonresident graduate students and \$400 for resident graduate students.

The chancellor outlined his recommendations in a Nov. 12 letter to members of the University Board of Trustees, who will vote on the recommendations this week before forwarding them to the UNC Board of Governors for consideration.

Moeser offered his advice to trustees after receiving a range of tuition options from the Tuition and Fee Advisory Task Force earlier this month. Moeser endorsed the task force's recommendation for a total student fee increase of \$57.19, or 3.5 percent.

Moeser announced in late October that he would recommend no increase for in-state undergraduates in light of generous state support for Carolina and other UNC system campuses, but he further detailed his reasons for doing so in the Nov. 12 letter.

"Board of Governors policy sets a limit for each campus tied to its state appropriations," Moeser wrote. Under this formula, the University's 14.7 percent increase in state appropriations far exceeded the 6 percent cap set by the BOG. The result was a ceiling rate of 0 percent for resident undergraduate tuition. In addition, resident undergraduate tuition is capped at 6.5 percent for any one year.

"I understand this policy and President (Erskine) Bowles' clear message about holding the line on in-state undergraduate tuition for next year. This position appropriately reflects the fact that the North Carolina General Assembly has made a huge commitment to underwrite the cost of our resident students. Such an approach to tuition recognizes that extraordinary level of support."

Since fall 2004, the University has received an additional \$32.9 million in state money for faculty salary increases, compared to the \$17.4 million generated from campus-based tuition increases for the same purpose.

Moeser said the limitations imposed on the tuition task force focused its deliberations on the University's priorities for preserving quality and excellence with reasonable tuition proposals for all nonresident students and resident graduate students. The chancellor said he respected their opinions and concerns.

"My own starting point with this issue is a firm belief that our out-of-state students must continue to pay the full costs of their education

**See Tuition page 14**

## Journalist, policy expert Carter to speak at Dec. 16 commencement



CARTER

Noted journalist and policy expert Hodding Carter III, a professor of leadership and public policy at Carolina, will deliver the December commencement address.

Chancellor James Moeser will preside at the ceremony set for 2 p.m.

Dec. 16 in the Dean E. Smith Center. Moeser selected Carter in close consultation with the University's speaker selection committee. The committee, chaired by Executive Associate Provost Steve Allred, is also made up of four

students, the faculty chair, the faculty secretary and two distinguished faculty members.

"Hodding Carter's distinguished career in journalism and public affairs has given him a vast array of experience to draw from in assessing the dynamics of leadership, policymaking and the watchdog role of the news media in America today," Moeser said. "I am confident that his message to our new graduates and their families will give us all much to think about."

Carter said he planned to use his December address to speak on the United States as a constantly changing nation.

"America in the 21st century remains what it has always been, a nation in the midst of change," Carter said. "Where that will take

us in the coming decades remains dependent on the myths, aspirations, precepts and principles we embrace in our public as well as our private lives."

An award-winning journalist, Carter joined the College of Arts and Sciences faculty in 2006 after spending eight years as president and chief executive officer of the John S. and James L. Knight Foundation, a Miami-based organization that promotes excellence in journalism. He also served as assistant secretary of state for public affairs and state department spokesman under former President Jimmy Carter. In that role, he served as the public face of the Iran hostage

**See Commencement, page 14**

# Faculty advocate for partnerships to benefit state

The welfare of North Carolina depends largely on creating partnerships between UNC system universities and the communities of North Carolina.

That message was repeated throughout the Nov. 2 UNC Tomorrow listening forum in which faculty members from the Triangle's public universities and the N.C. School of Science and Mathematics shared their views on North Carolina's pressing issues in the next two decades. The forum was part of a series of public, community and university discussions sponsored by UNC General Administration to identify the state's needs and help implement solutions.

Speakers advocated forging sustainable partnerships that use the knowledge generated by universities to address the state's pressing business, social, educational and environmental issues.

"We have to get the knowledge off the hill and into the community in the form of a partnership," said Gary Nelson, director of the Center for Aging Research and Educational Services in Carolina's School of Social Work.

Specifically, speakers wanted the state's public universities to differentiate their missions as they prepared to take on real-world problems. Issues that topped the list of needs that faculty members expressed included defragmenting public mental health services, addressing the primary health-care needs of people in rural and underserved areas, preparing North Carolinians for an entrepreneurial economy, enhancing technology transfer and creating translational research opportunities.

## Make teaching desirable

One resounding theme was the need to make

teaching a desirable, lucrative career.

The impact of an effective teacher on the life path of a child should not be underestimated, said Suzanne Gullledge, clinical professor in Carolina's School of Education and a member of the Faculty Council.

"But we have to make teaching attractive and sustainable if we want to keep people in the classroom," she said. "The future of our university system is contingent on the quality of our K-12 education."

As the state prepares for the estimated 34,000 public school teachers it will need by 2014, it is crucial to make teaching a career of choice, not the "next type of migrant labor," said Jim Martin, professor of chemistry and chair of the faculty at N.C. State.

Speakers suggested expanding study abroad and language-immersion programs, offering mentoring opportunities and sabbaticals, and generating an excitement of learning by keeping scholars and researchers in the classroom.

Previous forums held across the state also raised concerns about K-12 education, said Thomas Ricketts, professor of health policy and administration and social medicine and a member of the UNC Tomorrow Scholars Council.

"There is a real sense of trust in our university system as a place where the hard problems can be solved," he said. "The people of North Carolina trust us to make the future better for us all."

## Health issues

The future of health care was a prominent issue.

George Sheldon, Distinguished Professor of surgery and research professor of social medicine, said universities have to forge a connection with the state's community colleges,

particularly in helping people with basic training prepare for higher-level careers in health care. "There has to be a seamless evolution through related career paths."

Lee McLean, associate dean and chair of allied health sciences, emphasized that many of the people universities train today are the community college teachers of tomorrow and this "supply line of future faculty" is crucial.

Thomas Bacon, director of the N.C. Area Health Education Centers Program, reinforced the expanding need to put people and medical training opportunities where they are needed most across the state.

Jim Porto, clinical assistant professor in Carolina's School of Public Health, raised an issue that UNC President Erskine Bowles said had not been mentioned in previous forums: disaster management.

"North Carolina will undoubtedly have more frequent, intense disasters in the future, and we need to be prepared with a cadre of people trained in disaster management," said Porto, director of the disaster management program. "No matter what vocation we choose, our workers have to be prepared to deal with disasters."

## Forum summaries

Bowles called the long-range planning of the Scholars Council "the most important thing we can do right now" because of its emphasis on strategic thinking.

"We tend to think year by year because that's the way we are funded by the legislature," he said.

For information about UNC Tomorrow, including a summary of the group's findings to date, refer to [www.nctomorrow.org](http://www.nctomorrow.org).

# Your opinions count

The Office of University Relations wants to know more about the ways you use print, online and e-mail sources for the information about Carolina you need and want. We want to know what type of information is most meaningful to you and what format(s) you prefer.

This feedback will help with general communication with faculty and staff, and it will be instrumental in planning for a redesign of the University Gazette and information for the Gazette's Web site.

Please take a few minutes to respond to a short survey of 10 questions. The survey is completely anonymous, so be candid. You can complete the paper form of the survey on page 9 and send it to Communications Survey at CB# 6205, or you can complete the online version at [ir.unc.edu/communications/communications.htm](http://ir.unc.edu/communications/communications.htm).

However you choose to respond, the information you provide will be very helpful. Thank you for taking the time to provide feedback.

**See Survey, page 9**

# Send us your pet stories: fur, feathers, fins

They had always been dog people. So when their 8-year-old said she wanted a guinea pig, they really didn't know what to expect.

The man at the pet store was very reassuring. Guinea pigs are a lot like people, he said. They enjoy two things: sitting around and eating. Armed with that information, Spunky the guinea pig (pictured above) came home with them.

Just as the man from the store predicted, Spunky spent most of his days lounging against



the corner of his cage or hunkered down in his tube, with just the tip of his nose peeking out from his plastic "cave."

Only at mealtime did he dart out of his tube and race to his bowl.

Of course, as Spunky enjoyed this lifestyle, he blossomed, so to speak. So much so that he got stuck in his tube — which was replaced with a super-sized version. All was good again.

Spunky, who probably should have been named Mellow, showed that a pet does not have to bark, lick your face in energetic greeting or race around the yard on squirrel patrol.

A pet can simply be part of your life and provide a non-human way to connect with, and care for, another being.

This story illustrates that pets come in all

varieties. Most families have stories to tell of the role their pet(s) play, or played, in their lives — and how these members of their extended families have enriched their lives.

We'd love to hear your story as part of the Gazette's annual December writing assignment. Whether traditional companion animal or something out of the ordinary, share your pet's story and we will print selected anecdotes in our Dec. 12 issue. Don't hesitate to make us smile, laugh out loud or say a collective "awwww."

Everyone who submits a tale will be included in a drawing for great prizes from Carolina Performing Arts, the Carolina Inn and PlayMakers Repertory Company. Winners' names will be published in the December issue as well.

E-mail your stories of no more than 150 words to [gazette@unc.edu](mailto:gazette@unc.edu). Be sure to tell us if you have a photo that might illustrate your story, too.

# For the Record

Jean Coble's name was inadvertently left off the 2007 University Campaign Honor Roll which was published in the Oct. 17 issue of the Gazette.

## UNIVERSITY Gazette

Vol. 32, No. 19

THE UNIVERSITY GAZETTE is published for the faculty and staff of the University of North Carolina at Chapel Hill. Publication is twice a month except in June, July, November and December when it is published once. Deadline for all submissions — calendar and editorial — is 5 p.m. Monday nine days before the publication date. December 12 is the next publication date.

### EDITOR

Patty Courtright (962-7124)  
[patty\\_courtright@unc.edu](mailto:patty_courtright@unc.edu)

### MANAGING EDITOR

Gary C. Moss (962-7125)  
[gary\\_moss@unc.edu](mailto:gary_moss@unc.edu)

### ASSISTANT EDITOR

Susan Phillips (962-8594)  
[susan\\_phillips@unc.edu](mailto:susan_phillips@unc.edu)

### PHOTOGRAPHER

Dan Sears (962-8592)

### DESIGN AND LAYOUT

UNC Design Services  
Amanda Zettervall

### STUDENT ASSISTANT

Alison Amoroso

### CONTRIBUTOR

News Services

### EDITORIAL OFFICES

210 Pittsboro St.,  
Chapel Hill, NC 27599

FAX 962-2279 / CB# 6205

[gazette@unc.edu](mailto:gazette@unc.edu)

### CHANGE OF ADDRESS

Make changes online: [dir.unc.edu/dir/home](http://dir.unc.edu/dir/home).  
If information is correct but you still are not receiving your Gazette, e-mail [gazette@unc.edu](mailto:gazette@unc.edu).

### READ THE GAZETTE ONLINE AT

[gazette.unc.edu](http://gazette.unc.edu)

Download photos, browse back issues, search the archives and more.



# First Faculty Engaged Scholars selected

From developing a journalism “bucket brigade” to enhancing life and learning via computer technology for people who have disabilities, eight Carolina faculty will apply their teaching and research to practical problems in new ways.

These faculty members have been selected as Carolina’s first class of Faculty Engaged Scholars. In this two-year program, the scholars will apply their skills to make a difference in a particular community as they connect their work with the needs of the community.

The Faculty Engaged Scholars, selected through a campuswide competitive process, are addressing a variety of social, cultural, educational and communication problems:

■ Gary Bishop, professor, computer science department — using software and technology to enhance education and computer access for people with disabilities;

■ Mimi Chapman, associate professor, School of Social Work — enhancing the educational climate to improve services for Latino youth and their families in Chatham County schools;

■ Giselle Corbie-Smith, associate professor of social medicine, medicine and epidemiology, Schools of Medicine and Public Health —

employing photography to articulate community-based health concerns and the resulting dialogue;

■ Dorothy Holland, professor of anthropology — assessing health and economic development benefits of rebuilding local food systems in northeastern, southeastern and Appalachian North Carolina;

■ Jock Lauterer, lecturer, School of Journalism and Mass Communication — developing a journalism student “bucket brigade” to create content for the Spring Hope Enterprise while its editor-publisher recovers from double hip replacement surgery;

■ Mai Nguyen, assistant professor of city and regional planning — revitalizing a predominantly low-income African-American neighborhood in Durham;

■ Paul Smokowski, associate professor, School of Social Work — creating an exhibit on acculturation and adjustment in Latino immigrant families, to be displayed within communities and online; and

■ Michael Waltman, associate professor, communication studies department — promoting tolerance and respect for social differences via a Web site focusing on education and communication.

Each scholar will receive a financial

stipend of up to \$7,500 per year for each of the two years.

“As the nation’s first state university, Carolina has a strong tradition of serving the people of North Carolina and the nation,” said Mike Smith, vice chancellor for public service and engagement and dean of the School of Government.

“The Faculty Engaged Scholars program will support faculty members who want to join their many colleagues who already are collaborating with communities to apply their scholarly work to the state’s challenges.”

The program is a new initiative of Carolina Center for Public Service and the Office of the Vice Chancellor for Public Service and Engagement to advance faculty involvement in the scholarship of engagement. Ronald Strauss will serve as faculty director and Lucille Webb as community director.

“This program aims to recognize and reward these faculty, create and sustain a community of engaged scholars from diverse perspectives, and to continue to build Carolina as an institution committed to strong university-community relationships,” said Lynn Blanchard, director of the Carolina Center for Public Service.

## New faculty come to Carolina, thanks to special fund



HOWARD

Matthew Howard came to Carolina in part because of the attractive environment — both the temperate climate and the engaging people. Even more compelling was the opportunity to do work that could have an impact on state, national and international policy.

“I was very attracted to the quality faculty and administration in the School of Social Work, considered one of the top programs in the country. It is such an exciting and productive environment in which to do work that can affect policy on a broad scale,” said Howard, Frank A. Daniels Distinguished Professor for Human Services Policy Information in the school.

Howard, whose extensive research interests include the physical and mental health aspects of drug abuse, came to Carolina last spring from the University of Michigan. He was recruited through a special \$5 million fund initiated by UNC President Erskine Bowles and made possible by the N.C. General Assembly. With the fund, designed to recruit and retain faculty members across the UNC system, Carolina used \$1 million to successfully recruit nine faculty members and retain six others.

Currently, Howard is studying inhalant abuse among adolescents, particularly those using glue and gasoline, through a federally funded grant from the National Institute on Drug Abuse. This is a prevalent, although hidden, form of substance abuse among adolescents, he said.

This research, and other studies Howard is undertaking on the mental health and substance abuse behavior in incarcerated youth and adults, could help determine possible methods for substance abuse treatment and care for antisocial children and adults.

Howard holds a Ph.D. and M.S.W. from the University of Washington–Seattle, and a master’s of science degree in psychology from Western Washington University.

The following new faculty members were among those recruited through the special fund.

### Nancy Allbritton

Allbritton, considered one of the most innovative mid-career bioanalytical chemists in cellular cancer research, came to Carolina this summer from the University of California–Irvine. She works on the cutting edges of biotechnology and biochemical engineering to understand cancer through the signals in individual cells.



ALLBRITTON

She has doctorate degrees in physics, medical engineering and medicine from MIT and Johns Hopkins. At Carolina, she is the Paul Debreczeny Distinguished Professor of Chemistry, working with the Institute for Advanced Materials and the Lineberger Comprehensive Cancer Center.

## Replacing retiring faculty gives challenges, opportunities

When James Moeser steps down as chancellor next year, he will leave a record of accomplishment — from the successful completion of the Carolina First Campaign to the launch of the Carolina Covenant to his stewardship over an unprecedented level of campus construction.

But, as he admitted in his 2006 State of the University speech, Moeser will also leave one “big, hairy audacious goal”: the challenge of generating \$1 billion in research funding by 2015.

That looming challenge has Robert Lowman worried. But he is also optimistic. And he has good reason to be both.

Lowman, associate vice chancellor for research, documented the cause of his worry in a white paper, “Meeting the Challenge of a Changing Workforce,” detailing how Carolina will be faced with replacing an unprecedented number of aging faculty members over the next decade.

He is worried because every top research university in the country will be faced with exactly the same problem and will aggressively recruit many of the same top-level candidates to replace their aging stars that Carolina will.

“We want the very best, most able people we can recruit,” Lowman said. “That is the key to being a successful research university, and ideally, we’d like to continue to get better and better and better, and that is why the hiring decisions we make in the next 10 years are going to be so critical.

“Those hiring decisions will either put UNC-Chapel Hill on a course to sustain or enhance its reputation as a research university or to level off or even decline if we are not successful at hiring the best and brightest of this next generation.”

In fiscal 2006-07, 41 percent of Carolina’s tenured and tenure-track faculty were age 55 or older, a jump from 29 percent only 10 years before. Based on current numbers, at least 500 tenured faculty members can be expected to retire in the next 10 years.

Lowman wrote the paper for Tony Waldrop, vice chancellor for research and economic development, not knowing that Moeser would draw from it for his annual speech.

### Factors in our favor

He is optimistic because Carolina has many advantages — starting with a long-time national reputation for collegiality and collaboration and ending with state-of-the-art research facilities built over the past decade as a result of the 2000 statewide higher education bond referendum. The bond, coupled with aggressive private fundraising throughout the University, will have spurred nearly \$2 billion in construction projects between 2001 and 2009.

“I have talked to a lot of people at colleges and universities around the country, and I don’t know if there is something in the water here or what, but this is a place that is perceived to be a very special place by a lot of people,” Lowman said.

“When faculty arrive here, and I talk to them after they have been here a relatively short period of time, I hear them talking about the collaborative environment here, the collegiality that they feel among their faculty colleagues, the ease with which they have been able to establish new contacts and potential collaborators for their research.”

Lowman credited Carolina’s deans of the medical school for their contributions. “We have been blessed with visionary leaders in

our School of Medicine who understood the importance, from a scientific standpoint, of being an integral part of the University with everything that that entails.”

The University’s centers and institutions including the Lineberger Comprehensive Cancer Center, the Cecil G. Sheps Center for Health Services Research and the Carolina Population Center also rely on collaborative endeavors.

“These centers exist to foster multi-disciplinary collaboration and they have been phenomenally successful,” Lowman said. “They work on the basis of an interest in a problem rather than what disciplinary background you happen to come from.”

Lowman said the Carolina campus itself was another major reason collaboration was such a part of the culture. “Our health affairs campus and our academic affairs campus are one. We’re contiguous. We’re all right here.”

That may not seem like much of an advantage, Lowman said, until you go elsewhere where the medical schools are separated from the rest of campus, not by feet, but miles. An extreme example is Cornell, where the university is in Ithaca and the medical school is in Manhattan.

“Having that easy availability for meetings and conferences and being able to get together and go eyeball to eyeball in conversations is a tremendous advantage, and so is being able to hire graduate students who can easily go back and forth from one lab to the other.”

That proximity may have once been an historical accident, but construction over the past decade has been guided by a new campus master plan predicated on

**See Retiring Faculty, page 12**

**See Recruitment, page 12**

## AGING RESEARCH RETREAT

Margaret Dardess, associate vice chancellor for strategic alliances, presents opening remarks before a campus retreat on aging Oct. 29. More than 115 leading researchers in aging at UNC gathered to discuss the depth, breadth, interdisciplinary linkages and future direction of the University's aging research. The retreat was organized by the Institute on Aging in collaboration with the Center for Aging and Health at the request of Tony Waldrop, vice chancellor for research and economic development.



## FLU CASE CONFIRMED IN NORTH CAROLINA

## Slots still open for flu shots at UNC

The state's first case of flu this season — Type A — has been confirmed by state officials. Of the two types of influenza that commonly infect humans, Type A is generally more serious than Type B, N.C. Epidemiologist Jeff Engel said.

The good news is that this year's vaccine is targeted at this particular type of flu, he said. Type A has accounted for a large percentage of flu cases in the southern hemisphere during flu season.

The other good news is that there is plenty of flu vaccine to go around.

In partnership with the State Health Plan, flu shots are being offered for Carolina employees only through Dec. 5.

Shots are free to employees covered under the State Health Plan, or one of the state's preferred provider organization (PPO) plans. Non-members will pay \$25 by cash or check at the time of vaccination and obtain reimbursement from their insurance company.

At the time of the appointment, be prepared to present the State Health Plan/PPO card along with a photo ID. An e-mail reminder will be sent two days prior to appointments.

Refer to page 16 to see a list of the times and locations for the clinics. Register online at [ehs.unc.edu](http://ehs.unc.edu). For more information, call 962-5507.

## Employees can receive help with E-Pay transition

In early 2008, Payroll Services will discontinue distribution of paper paychecks and all employees will be paid through direct deposit. In April, the paper pay stubs will be discontinued and employees will access their pay information via the Web.

The last paycheck or pay stub in October included information about this change.

To help employees make the transition, the Finance Division is providing training about enrolling in direct deposit and accessing electronic pay stubs. The sessions also will include information about creating Onyen accounts (the campus sign-on name provided to Carolina faculty, staff and students) and managing passwords, both of which employees will need to access their electronic pay stubs. Separate training sessions on checking account maintenance are also available.

Training sessions are scheduled in the following locations, which are accessible by Chapel Hill Transit:

■ Nov. 20 and 28, and Dec. 12 — Porthole Building, 100 Porthole Alley (behind the Carolina Coffee Shop off Franklin Street); and

■ Dec. 18 — Health Sciences Library, Room 328 (335 S. Columbia Street across from the School of Public Health).

Information on Onyen account management and the E-Pay process will be offered at 9:35 a.m., 11:35 a.m., 1:35 p.m. and 3:35 p.m.

Checking account maintenance sessions will be offered on the same dates at 8:30 a.m., 10:30 a.m., 12:30 p.m. and 2:30 p.m.

Employees also can receive information without attending a training session. Representatives from local banks and credit unions will be outside the training rooms to answer questions or help employees set up a direct deposit account. Information about University and community financial resources will also be available.

For more information about E-Pay, refer to [www.unc.edu/finance/payroll/epay/index.htm](http://www.unc.edu/finance/payroll/epay/index.htm) or contact Stephanie Kidd at [slkidd@email.unc.edu](mailto:slkidd@email.unc.edu) or 843-0383.

Registration is not required for any of the training sessions. For more information about the training, contact [financetrainer@unc.edu](mailto:financetrainer@unc.edu) or call 843-3069.

## Carolina's no-smoking policy reduces secondhand smoke risk

There is no known safe level of exposure to secondhand smoke.

Adults who are exposed to secondhand smoke experience immediate adverse effects on their cardiovascular systems, which can lead to coronary heart disease.

These are among the conclusions of the U.S. Surgeon General's 2006 report, *The Health Consequences of Involuntary Exposure to Tobacco Smoke*.

The report concludes that even short-term exposure to tobacco smoke is hazardous, said Adam Goldstein, professor of family medicine and director of the School of Medicine's Tobacco Prevention and Evaluation Program.

"In the past, we thought there had to be cumulative, long-term exposure to tobacco smoke to be harmful, but that isn't what the surgeon general's report shows," he said. "The more we're exposed to secondhand smoke, the worse it is, so there is no safe threshold. That's why the new policy at UNC is so beneficial; it removes that risk of exposure to secondhand smoke."

Beginning Jan. 1, 2008, smoking will not be allowed within 100 feet of all facilities controlled by the University, both on and off campus. That includes any facility in which the University leases the entire space. The smoking ban also applies to state-owned vehicles.

In addition, there will be no designated University smoking areas. The practical effect of the policy is that Carolina will be smoke-free, Chancellor James Moeser said when he announced the new policy.

"It isn't simply a choice of whether to smoke or not smoke, but a choice not to be exposed to secondhand smoke at all. Essentially, if you can smell smoke whatsoever, you have raised your risk for cancer and heart disease," Goldstein said. "This policy is a big step for our university, and it shows real leadership for the entire nation."

While life-threatening illnesses such as heart disease and lung cancer are associated with cumulative risk, that risk goes down immediately when exposure to secondhand smoke is eliminated, he said.

For someone with a smoke-sensitive condition such as asthma, obstructive pulmonary disease, chronic sinus problems or a heart condition, exposure to secondhand smoke can literally be deadly, he said. "It is as much a disability to

someone with such a condition as climbing a set of stairs without assistance is to someone who is paralyzed."

## A changing environment

When people smoke in inside environments, they clearly expose non-smokers to the harmful effects of smoking, which has led to bans across the country. Now society is aware that all exposure, including that in outdoor environments, is harmful, Goldstein said. Even the tobacco industry has research that shows the health hazards, he explained.

Further, a primary target of tobacco advertising is the college-aged population, the group that has the highest smoking rate of any age group in North Carolina, he said.

"We might not be able to compete with the money spent enticing college students to use tobacco, but we can establish an environment supporting the norm that our campus is a healthy place for people to be — not only for our students, but for our faculty, staff, visitors and patients as well," Goldstein said.

In July, the University's medical facilities went smoke-free when UNC Health Care, the School of Medicine and Campus Health Services banned smoking anywhere on the grounds and parking areas surrounding the buildings.

Already, the effect is noticeable, Goldstein said.

In a survey of UNC Hospitals employees, 25 percent of respondents who were smokers said they quit smoking leading up to the ban. An increase in smoking cessation is not unusual, he said, since three-quarters of smokers typically indicate a desire to quit smoking and providing a no-smoking environment encourages people to enroll in smoking cessation programs.

The University is providing a variety of resources to help students, faculty and staff who would like to quit smoking. Information about smoking cessation assistance for faculty and staff is available on the Department of Environment, Health and Safety Web site, [ehs.unc.edu](http://ehs.unc.edu). The School of Medicine's Nicotine Dependence Program site, [www.ndp.unc.edu](http://www.ndp.unc.edu), also includes resources for employees and patients.

The sites include a list of frequently asked questions, information about making clinic appointments and additional help resources inside and outside the University.



# News Briefs

## SECC: going for the goal

There are nearly 1,000 charities from which Carolina employees can choose to designate their donations to this year's State Employees Combined Campaign (SECC). The monies collected support the elderly who need a hot meal, cancer research, the homeless, the N.C. Children's Hospital and many other charities that provide assistance to those in need.

Since the campaign began on Oct. 1, \$363,073.41 has been pledged as of Nov. 9 toward the \$850,000 goal. Organizers agree that while the campus campaign is on track, there is still a way to go to meet the goal before the campaign ends.

Information Technology Services has cooked up a fiery venture to raise money for the SECC. Employees are holding a chili cook-off at 11:30 a.m. on Nov. 15 in the courtyard of the 440 Building on West Franklin Street. For a suggested minimum donation of \$4, they will provide homemade chili, cornbread and desserts. Afterward guests can vote for their favorite chili with dollars, and all money raised will go to the SECC.

There is still time to turn in pledge forms before the end of the campaign, and units across campus are offering incentives in the form of weekly raffles. For more information about the SECC, or to learn who your team captains or division leaders are, call Devan Donaldson or Jeffrey Tibbs at 962-8366 or visit the Web site: [www.unc.edu/secc](http://www.unc.edu/secc).

## Nov. 15 telethon to benefit N.C. Children's Hospital

For the sixth year, North Carolina Children's Hospital will reach out to more than 1.5 million people across the state on Nov. 15 in a live radio and television fundraiser. That day, 17 radio stations owned by Raleigh-based Curtis Media Group will broadcast the N.C. Children's Promise Radiothon/Telethon live from the lobby of the children's hospital. Time Warner Cable's News 14 Carolina will provide extensive television coverage.

The radiothon/telethon will begin at 5 a.m. and continue until 11:30 p.m. Listeners and viewers are invited to phone in their contributions throughout the day at 1-866-9-NC-KIDS (1-866-962-5437) or donate online through the N.C. Children's Promise Web site ([www.ncchildrenspromise.org](http://www.ncchildrenspromise.org)).

## International Education Week features drumming, story telling

Myriad activities have been scheduled across campus during the celebration of International Education Week.

On Nov. 15, faculty, staff and students can take advantage of the third annual Get-a-Passport Drive to apply for or renew a passport — and have passport photos taken at the same time for \$10. Visit [global.unc.edu](http://global.unc.edu) for details about the event and to learn about required documentation and methods of payment. The event will be held from 10 a.m. to 3 p.m. in Room 4003 of the FedEx Global Education Center.

Also on Nov. 15, at 7 p.m. the center's auditorium will fill with a free Japanese drumming performance by Triangle Taiko. The ensemble combines music and movements drawn from the martial arts to produce high-energy drumming. In the past Taiko drums were used

## THE SYMBOL OF ALTRUISM



A metal pelican sculpture now presides over the rooftop garden of the Carrington Hall addition, the sustainable landscape that captures 70 percent of rainwater that falls on the building. Fabricated by Carrboro artist Mike Roig, the pelican was commissioned by the Class of 1967 in memory of Cheryl "Sparkie" Alexander. Not only was the pelican Alexander's favorite animal, but it also represents altruism, a key component of the nursing profession.

in villages as a way to signal residents of coming storms, a new harvest or a battle command.

On Nov. 16, Chan E. Park, associate professor of Korean Language, Literature and Performance Studies at Ohio State University, will take part in "P'ansori: Traditional Korean Music and Storytelling," to be held at 2 p.m. at 103 Graham Memorial Hall in the Johnston Center for Undergraduate Excellence.

In her lecture Park will examine the social, aesthetic and performative existence of traditional music in contemporary Korea, giving special attention to the p'ansori story-singing tradition. The performance, free and open to the public, is sponsored by the Korea Foundation, UNC-Global Initiatives, Carolina Asia Center, the departments of Asian studies and music and the Association of Asian Studies.

Refer to the calendar on page 16 or the Web site ([www.global.unc.edu](http://www.global.unc.edu)) for information about other events.

## 'The Little Prince' lands at PlayMakers

Cherished by adults and children alike,

Antoine de Saint Exupéry's classic "The Little Prince" is filled with all of the whimsy, exuberance and innocence of childhood. When a disenchanted Aviator crashes his plane in the Sahara, he is surprised to meet an ethereal visitor from a faraway star. Through the startling insights shared by this "Little Prince," the Aviator is reminded of what is truly important in life.

The play opens Nov. 28 and runs through Dec. 16. Because of the play's appeal to children, the special family holiday production begins at 7 p.m. to make it more accessible for children.

For show times and more information, call 962-PLAY (7529) or refer to [www.playmakersrep.org](http://www.playmakersrep.org). Tickets are \$10 to \$40, depending on day of the week.

## Work from Duke migrant project to be previewed Nov. 29

On Nov. 29, Earl Dotter and Tennessee Watson, photographer and audio producer respectively, will present new work from a project in Maine where an estimated 10,000 to 15,000 migrant farm workers are employed in harvesting crops by hand. It will be held at 7 p.m. in Hyde Hall.

The project is supported by the Center for Documentary Studies at Duke University. For more information, see [cds.aas.duke.edu/events/engagingdocumentary.html](http://cds.aas.duke.edu/events/engagingdocumentary.html).

## Winter Stories program features storytelling, music

Friends of the Library will sponsor "Holiday Spirit," the 15th annual Winter Stories program for children of all ages on Dec. 6. Brian Sturm, associate professor in the School of Information and Library Science, will return with professional story telling to continue this popular tradition of words and music.

"Winter Stories" will begin with a reception in the lobby of Wilson Library at 5 p.m. The program will begin at 5:30 p.m. in the Pleasants Family Assembly Room.

The program is free and open to the public. For more information, contact Liza Terll ([liza\\_terll@unc.edu](mailto:liza_terll@unc.edu)).

## Humanities program takes a look at xenophobia

As part of its Adventures in Ideas seminars, the Program in the Humanities and Human Values has invited four scholars to analyze xenophobia — the fear of strangers in our midst whose ethnic or cultural identities and practices bring out the worst in us.

The seminar will begin at 4:30 p.m. on Dec. 7 and wrap up Dec. 8 at 1 p.m. Tuition is \$120. Call 962-1544 to register, or for more information and to register online, see [www.unc.edu/depts/human](http://www.unc.edu/depts/human).

## Apply by Dec. 12 for entrepreneurship program

Applications are being accepted through Dec. 12 for the new Graduate Certificate Program in Entrepreneurship, both the introductory course alone or the full nine-credit-hour sequence.

The program begins in January 2008 for graduate and post-doctoral students, and full-time faculty and staff who wish to complement their studies with an exploration of how entrepreneurship is changing their fields and how to conceive, plan and execute new commercial and nonprofit ventures.

The certificate is offered in three tracks: artistic, life sciences and public health entrepreneurship.

Visit [www.unc.edu/cei/grad](http://www.unc.edu/cei/grad) for details and to apply.

This is a new program of the Carolina Entrepreneurial Initiative, co-sponsored by The Graduate School and Kenan Institute of Private Enterprise.

## EARTH to benefit UNC Eating Disorders Program

Members of the public are invited to attend EARTH, a unique culinary experience in Belmont, on Nov. 17 at 6:30 p.m.

The event is a fundraiser for the University's Eating Disorders Program and aims to raise global awareness of eating disorders. It will feature tasting stations from 12 renowned chefs. The event will feature two musical performances, a silent auction and a live auction.



# ‘Doing the right thing,’ every day, earns Bowers recognition

Some people do great things because of the attention they might get.

Other people do great things because of some inner compass they feel obliged to follow that not only tells right from wrong, but compels them to do what they know is right.

You don’t have to know Terry Bowers long to know into which category he belongs.

“I thought that was over and done with,” Bowers said from a cell phone number that someone in his department had provided for Bowers’ interview about winning a 2007 C. Knox Massey Distinguished Service Award

## ‘Great pride in his work’

He is an electronics technician by trade working in Housing Support.

In Bowers’ mind, that job and the way he performs it make him no different or better than anybody else, but that claim would draw an argument from many of the men who have worked with him over the years.

Among them is Marcus Bullett, who in the nominating letter, wrote: “Terry Bowers is one of the most valuable employees that the University of North Carolina could ever ask for.”

installation of a networked electronic access control system that spans 38 residence halls and nine family apartment buildings across campus. The highly successful project has enhanced the security for more than 8,500 students.

In the 13 years Hicks worked as housing support superintendent, Bowers was one of the handful of employees Hicks said he could count on to respond to any emergency, from manning a chain saw after Hurricane Fran to using a snow shovel to clear steps and sidewalks around residence halls.

“His work ethic is unsurpassed and he stays with the problem until he is sure he is no longer needed,” Hicks wrote. “I realize there are many unsung employees at UNC who perform for no other reason than to do their best, but I don’t think you could find one any more dedicated to this school or its students than Terry Bowers.”

## Doing the right thing

Bowers said he came by his work ethic early because he had to.

His dad died when he was about 13 and Bowers, the oldest of two brothers and four sisters, was thrust instantly into being the head of the family. His mother did the best she could to keep food on the table and cover the rent by working long hours in a cotton mill.

But she depended on her children to do what they could to help her make ends meet. Bowers started out pumping gas at the Texaco station on Highway 70 outside of Hillsborough before he was old enough to drive. He made \$1 an hour. Later, he hired

on doing electrical work for different outfits.

“You did what you had to do,” Bowers said. “But we all did it together. A family is a family.”

As soon as he graduated from Orange County High School in 1970, he married his high school sweetheart, Dianne Summey.

Making ends meet as a husband and soon-to-be-father of a son and a daughter didn’t get any easier.

As Dianne recalled, “He always worked at least two jobs. Sometimes, he worked three and he always threw in some weekend work at the service station.”

In 1971, Dianne got a job at UNC Hospitals in medical information management and is now a patient accounts manager. At her coaxing, her husband came to work at the University two-and-a-half-years later.

Their daughter, Tammy, was born in 1971, their son, Todd, in 1974. His boy, Bowers said, is now 32 and battling a severe form of melanoma. “He fights it every day,” Bowers said.

Talking of his son led Bowers to talk about one of his sisters who had died of the disease, and his own battle with prostate cancer that was discovered last October. They did not catch it as early as doctors would have liked, Bowers said, but he feels good about it since he had the surgery on Feb. 7.

He lost nine days of work and would have come back sooner but he had to wait until they removed a tube. Even then, he marked down the days he was out as vacation because he had so many days he hadn’t used over the years.

His operation, Bowers added, was nothing compared to what Dianne went through in January 2001 when she gave one of her kidneys to Serena Wilson, a co-worker at the hospital and a friend they knew through church.

When asked if he supported his wife’s decision to take such a risk with her own health, he said, “I told her she had to do what is right and righteous.”

Asked if he was a religious man, Bowers answered, “I believe in Jesus Christ.” His church is Mars Hill Baptist Church on Highway 57 north of Hillsborough.

He has attended that church ever since he began dating Dianne. “Her daddy, Lawrence Summey, said I couldn’t date her unless I went, and that’s the way it was.”

## A lifetime at Carolina

They have attended Mars Hill Baptist only slightly longer than they have worked at Carolina, Bowers said.

When they retire at the end of December, Dianne will have put in 37 years to his 35, not counting the two-and-a-half-years of accumulated sick leave he will be credited when he retires.

Both said that working here has been a pure blessing. As for winning the Massey, he didn’t expect to win the award, Dianne said, or know exactly how to react to all the attention that came with it.

As she put it, “He is all about doing the right thing no matter what and he doesn’t do it for the glory. He does it because it’s the right thing.”

Bowers had an easier time handling the money that comes with a Massey. After taxes, he said, the \$6,000 award came to a little more than \$3,000 and he handed it all to cancer research. “I didn’t have the money before and people fighting cancer need that money more than I do,” he said.

At that, Bowers indicated that the 15 minutes he had agreed to answer questions was about up. “I’ve got to do a day’s work to get a day’s pay,” he said.

On a whim, the questioner asked Bowers what he had been so busy doing during his lunch break that he had needed to call back to do the interview later that afternoon.

He replied that he had to drive out to the plant to find a co-worker who was sick with cancer. The man had just about run out of sick leave and Bowers wanted to see how many hours of sick leave he could donate to get the man through.

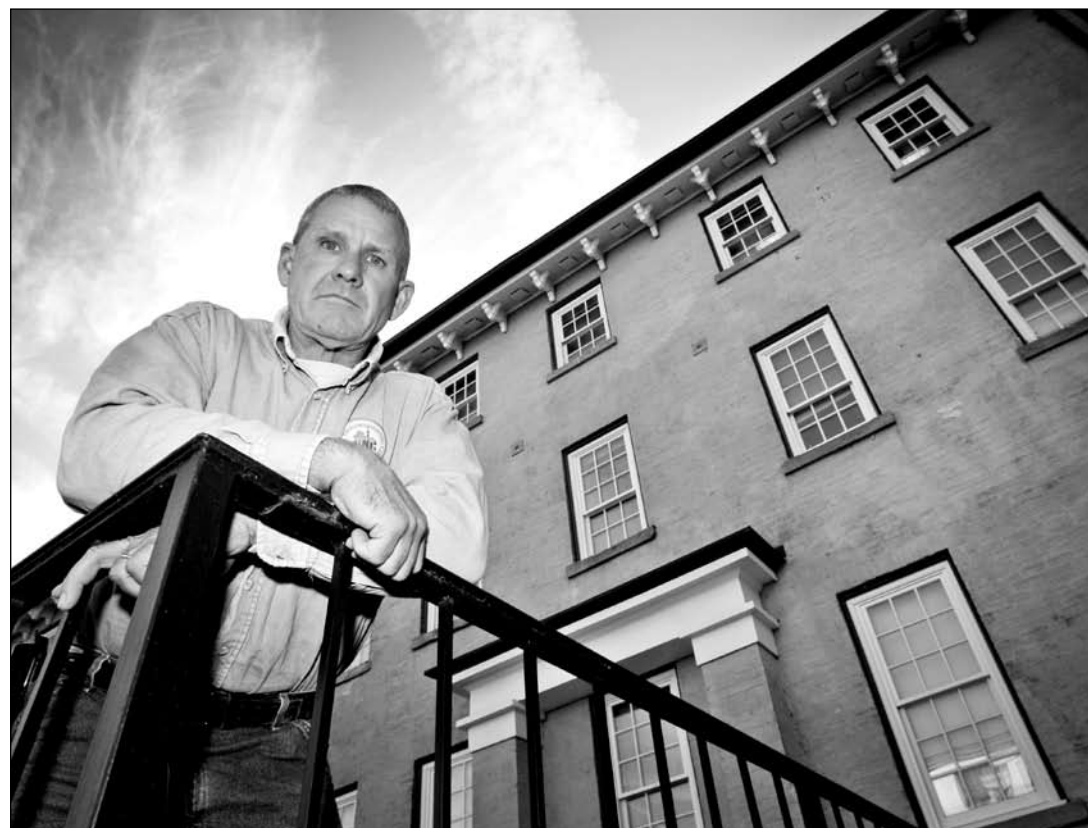
“Was he a good friend?” the questioner asked.

“Didn’t even know him,” Bowers said.

“Why did you think to give a man you don’t even know your unused sick leave?” he was asked.

“Because the man needed it more than me,” Bowers answered with a hint of impatience.

The answer to that question, of course, was totally unnecessary. As Bowers knows, there are some things a man does that speak for themselves.



Terry Bowers, an electronics technician who will retire at year’s end after 35 years, poses in front of Old East.

last spring.

“I don’t know what you want me to say,” Bowers said.

“Well,” the impatient voice on the other end of the line said, “I just want to ask a few questions.”

“What for?” Bowers demanded.

“So I can tell people about some of the unique qualities you possess that made you stand out as an extraordinary employee.”

That appeal fell flat.

“God makes us all the same,” Bowers said. “I’m just a person. We are all blessed to be at this great institution. It’s a privilege.”

Then Bowers continued arguing that no story should be written about him at all. “I’ll be retiring at the end of the year, anyway,” he said, as if that would somehow cancel anyone’s interest in him.

“I respect your desire to be left alone,” the voice on the other end ventured. “But if you refuse to let me write your story, you will be keeping me from doing my job.”

With that, there was a long silence, as if Bowers’ internal compass was twirling in an unexpected direction. Although he didn’t want a big story written about him, neither would it be right for him to keep another man from doing his job.

“How much time do you need?”

In the four years he had known Bowers, Bullett continued, he had yet to meet another employee who cared about the students, the University or his job more.

“He has always stepped up to any challenge without complaining,” Bullett said, and he is always the first to step up whenever there is an emergency.

During Hurricane Isabel, for instance, Bowers and his wife, Dianne (a patient accounts manager for UNC Hospitals), stayed on campus to be available to respond to whatever need might arise.

“His love for helping people is another quality that is appreciated,” Bullett added.

Larry Hicks, director of housing and residential education, described how “Terry’s positive attitude and willingness to take on additional responsibilities” set him apart. In housing construction, the challenge is to ensure that the facilities are ready when students arrive.

“I never have to worry about the electrical part of the project,” Hicks said. “It will be done on time, and done right. Terry is the consummate professional that takes personal pride in his work and that of his team.”

Hicks said Bowers was trained as an electrician and was largely self-taught as an electronics technician. In that role, Hicks added, Bowers was a driving force in the



# Sit in on 'A Conversation with Ted Turner' Nov. 19

Former PBS President Pat Mitchell will interview Ted Turner, the pioneering founder of CNN, about his work, philanthropy and life in "A Conversation with Ted Turner." The free public program will take place at 4 p.m. Nov. 19 in Memorial Hall.



TURNER

Turner comes to Carolina as the Frey Foundation Distinguished Visiting Professor in the College of Arts and Sciences. The Carolina Entrepreneurial Initiative will co-sponsor the program.

As owner and chair of Turner Broadcasting System Inc. (TBS Inc.), Turner launched some of the most recognized brands in the world, including flagship TBS Superstation (TBS), Turner Network Television (TNT), Turner Classic Movies (TCM) and Cartoon Network.

Turner's most successful network, CNN, the world's first 24-hour cable news network, revolutionized news media practices with its

"all news, all the time" format and attention to international coverage. TBS Inc. and its various networks and brands are now owned by Time Warner.

Currently, Turner chairs the Turner Foundation, which supports efforts to improve air and water quality, develop a sustainable energy future, maintain wildlife habitat protection and develop practices and policies to curb population growth rates. He co-chairs the Nuclear Threat Initiative and chairs the United Nations Foundation and Turner Enterprises Inc. He is a partner in DT Solar, a provider of solar energy technology.

In 2000, Mitchell became the first woman to be president and chief executive officer (CEO) of the Public Broadcasting Service (PBS). Today she is president and CEO of The Paley Center for Media (formerly The Museum of Television and Radio), with locations in New York



MITCHELL

City and Los Angeles. The Paley Center's assortment of radio, television and advertising content serves as a lens for exploring the impact of media on life, culture and society. The center is home to an international collection of more than 140,000 programs covering almost 100 years of television and radio history.

During Mitchell's 30-year career as a journalist, producer and media executive, her work has received 44 Emmy Awards and two Academy Award nominations. She is vice chair of the Sundance Institute board; a founding member of Mikhail Gorbachev's global environmental organization, Global Green USA; a member of the Human Rights Watch board of directors; a member of the Mayo Clinic's board of trustees; and on the corporate boards of Bank of America, Participant Productions and Sun Microsystems Inc.

The Frey Foundation Professorship was established in 1989 to bring to campus distinguished leaders from a variety of fields. The late Edward J. and Frances Frey of Grand Rapids, Mich., established the foundation in 1974. Their son, alumnus David Gardner Frey, chairs the foundation.

## Council examines priority registration, research funding

### FACULTY COUNCIL

Some Carolina students are eligible to register for courses ahead of their classmates.

Known as priority registration, it is a common practice among universities to accommodate students with special needs and students whose university requirements or obligations create unusual academic challenges.

While most universities have such a system, the structure varies from school to school, said Steve Reznick, director of developmental psychology and chair of the Priority Registration Task Force.

"Our current system is really a complex web of permissions, traditions and precedents," Reznick said at the Nov. 9 Faculty Council meeting. "This task force wants to replace that system with a transparent, regulated one with systematic oversight."

Conversations about fine-tuning Carolina's system began last fall with the Faculty Committee on Athletics, which established the task force. Athletes who practice the maximum 20 hours per week allowed by the NCAA are eligible for priority registration consideration. Other groups that might be eligible include students with disabilities, students studying abroad and students whose majors require a practicum or clinic for licensure, such as education, nursing and allied health.

Under the new proposal, a University official responsible for potentially eligible students would forward students' names and a rationale to the University Registrar. A tally and the rationale statements, but not the names of the students, would then be sent to the Priority Registration Advisory Committee (PRAC) for final determination. Meetings of the PRAC and its decisions would be public.

In general, no more than 25 percent of the seats in each course section would be available for priority registration, according to the proposal. Students who were granted permission to register early would be moved to the head of their cohort. For example, juniors given priority status would register ahead of other juniors, but not before seniors.

Concerns raised by the council included whether non-priority students would be closed out of required courses for their majors, whether individuals, not only groups, should be able to qualify for priority status and whether students' extracurricular obligations should be singled out over academic ones. The Office of Faculty Governance plans to establish an online discussion board for faculty members to air additional questions or concerns.

In December, the council will consider the task force's proposal, which has been endorsed by the athletics committee, the Educational Policy Committee and Student Government representatives. If adopted, the task force recommended that the process be considered "a four-year experiment" and reviewed again at that time.

### Future research directions

A four-member panel discussed challenges

## Employee Forum changes cycle for officers' terms

In past years, the end of the calendar year has marked the season of transition for the Employee Forum.

Typically, in November the forum nominated candidates for upcoming officers, and in December the slate of candidates gave speeches, members voted and the new officers were announced. December also marked the last meeting for those delegates whose four-year terms were coming to an end.

That changed at the Nov. 7 forum meeting, thanks to a new policy the forum approved to put the election cycle of delegates and officers in sync with the fiscal year, said Employee Forum Chair Ernie Patterson. It made sense for a new chair to take office at the start of a new fiscal year, not midway through it, he said.

To accommodate that change, delegates whose terms would have expired in December will continue to serve on the board through the end of June, as will the board officers.

The forum also swore in new delegates to fill the terms of delegates whose participation had dropped off because of work commitments or other factors.

Patterson said it was normal to have about a dozen vacant positions out of the 60 delegate positions as delegates neared the end of their terms. With the extended terms, he said, it was important to fill out the roster with people who wanted to serve.

The new delegates include some familiar faces, such as former chair Tommy Griffin and former vice chair Katherine Graves.

Other new delegates are Megan Bell, Laurie Norman, Jonathan Stephenson, Joe Marro, Donna Brooks, Charles Streeter, Zach Fisher, Dan Barmmer and Pat Bigelow.

Another new policy calls for the outgoing

### EMPLOYEE FORUM

chair to remain on the forum an additional year even if the person's four-year term as a forum delegate expired.

Patterson, who will be the first to stay on an extra year based on the new policy, said the change was made to ensure a smoother transition and better continuity.

### Issues to address

Patterson devoted most of the three-hour meeting to one item on the agenda: listening to delegates identify issues of concern that they would like the forum to address in the coming year.

Patterson said the issues raised would be referred to appropriate committees, which would use the comments as a basis to present their priorities for the coming year at the December meeting.

Most of the issues raised were not new, but one common theme seemed to be a call for better communication — among delegates themselves, between Human Resources and employees, and between the forum and the wider University community.

Jackie Overton, a staff development specialist with Public Safety, began the discussion by joking that one thing that could not be discussed was parking.

Then, on a serious note, she said that one of her pet peeves was not starting meetings on time. She also insisted that she would like to "see some sense of respect and civility restored to the forum."

She also suggested that the forum "let go of the things we can't change and focus on the things we can."

Delegates also said that information about

benefits should be communicated as plainly as possible because of the range of literacy levels among employees.

Vice Chair David Brannigan said the forum needed to consider a newspaper of its own so that it could print its message instead of relying on the Gazette.

Since its October meeting, the forum has published a special edition of its electronic "In Touch" newsletter devoted exclusively to the issue of collective bargaining, available at [forum.unc.edu](http://forum.unc.edu).

Michael McQuown, a media technician with the School of Public Health, said the forum had passed a number of resolutions on a range of issues the past year, and it needed to do a better job of following up on each resolution to see whether it had accomplished its intended effect. McQuown was instrumental in crafting the language for many of the resolutions.

There was considerable discussion about how to recognize employees for their service in a way that seemed more real and warm, less cold and impersonal.

Jill Crowder, administrative assistant in Grounds Services, said she received a paper from Human Resources that was a black-and-white photocopy and included a stamped-on signature from Brenda Malone, associate vice chancellor for human resources.

Cutting costs is a good idea, Crowder said, but it should not be done in a way that cheapened a gesture intended to make employees feel valued and appreciated. "That was so insulting I threw it in the garbage," Crowder said.

Malone did not take issue with Crowder's criticism. "This is why this is so helpful," Malone said. "I didn't even know I sent (the letter) out."



# University reports 25 percent reduction in water consumption

Experts called the drought of 2002 the worst the state had ever seen. But this year's drought has already edged out the 2002 drought for that distinction. What is even worse is that this year's drought appears to have no end in sight.

The "U.S. Drought Monitor," published by the National Weather Service, reported that the drought in the East Coast area including North Carolina will continue through January because of La Niña conditions — and could intensify.

The University has responded to this year's water shortage in the same way it did five years ago. It has urged employees, both at home and at work, to limit their water use. It has constructed new buildings designed to capture and reuse rainwater; it has limited the irrigation of athletic fields to a level necessary for the players' safety; and it has installed new "waterless" toilets.

Chancellor James Moeser, in an Oct. 29 summary to UNC President Erskine Bowles, reported annualized water savings of 25 percent. Moeser also called attention to the chilled water savings yet to be realized this winter.

Since the peak cooling system ended in October, Moeser wrote, water consumption will be reduced about 75 percent compared to peak demand.

In addition, Carolina, in partnership with Orange Water and Sewer Authority (OWASA), is constructing a system that will provide highly treated, or "reclaimed," water from OWASA's Mason Farm Sewage Treatment Plant to replace potable water use in Carolina's water system cooling towers. (Potable water is water suitable for drinking because it contains no harmful elements).

The system, when it comes on line in 2009, will permanently eliminate the use of more than 200 million gallons of potable water a year.

Engineers from OWASA and the University's Energy Services Department are also at work studying whether temporary above-ground piping from the sewage treatment plant to some of the chilled water plants could be installed in time for the 2008 cooling season.

Students as well as employees have been asked to do their part — and are responding to the challenge.

Students in Carolina's residence halls have engaged in friendly competition with their counterparts at N.C. State to see which group can save the most water between last Saturday's Carolina-State football game in Raleigh and Feb. 20, 2008, the day the men's basketball teams will face off on the court.

Carolina officials plan periodic readings of water meters that will be posted along with updates on the Sustainability Office Web site, [sustainability.unc.edu](http://sustainability.unc.edu).

"We're calling on students in our residence halls to be creative and have some fun while stepping up to meet this challenge," said Eve Carson, president of the Student Government, and Brian Sugg, president of the Residence Hall Association, in their e-mail to residence hall students. "To those of you who have already been doing your part, thank you. Now we're asking everyone to cut back even more."

Moeser said that students' conservation efforts are key because water use in residence halls represents more than 30 percent of the University's yearly water demand.

OWASA, which provides water and sewer

## University water savings estimates for 2007

- 75 percent reduction in chilled water production from peak summer demand (projected 155,466,000 gallons)
- Rainwater capture systems (1,356,226 gallons)
- Water-free urinals (2,128,000 gallons)
- Ultra low-flush urinals (126,685 gallons)
- Dual-flush toilet valves (489,134 gallons)
- New toilets at North Carolina Botanical Garden (88,920 gallons)
- Low-flow showerheads (38,225 gallons)
- Frontloading washing machines (1,035,299 gallons)
- Metered or infrared faucets (1,608,779)
- Discontinued spray irrigation on landscape (12,000,000 gallons)
- Reduced/discontinued irrigation of athletic fields (10,920,000 gallons)
- Discontinued window washing for 130 buildings (16,848,000 gallons)
- Discontinued decorative fountains (168,000 gallons)
- Discontinued vehicle washing (255,000 gallons)
- Repaired pipe leak near South Chiller Plant (3,700,000 gallons)
- Closed loop stills in laboratories (2,509,200 gallons)
- New filter system for Woollen Gym pools (163,800 gallons)

services for the Chapel Hill-Carrboro area, including the University, has reported that its reservoirs are about half full.

The late-October rainfall had a nominal effect on replenishing the water supply because the ground was dry and ponds in the OWASA's watersheds were low. Assuming no additional rainfall, the water on hand would last six to seven months, OWASA officials said.

OWASA also reported that the community's overall water usage has dropped in response to the crisis, but its customers needed to cut back even more.

In the first week of November, OWASA customers averaged using about eight million gallons per day — down from water usage exceeding nine million gallons per day in early and mid-October. But the water conservation goal for a "Stage Two" water shortage, declared by OWASA Oct. 18, is to limit demand to 7.3 million gallons per day or less, OWASA officials said.

For information about campus sustainability initiatives, refer to [sustainability.unc.edu](http://sustainability.unc.edu). For general water conservation information, refer to [www.owasa.org](http://www.owasa.org).

## Connolly helps troops overseas



Robert Connolly stands over the collected goods for care packages destined for U.S. service personnel.

On last count, more than 525 boxes weighing 7,000-plus pounds had already been postmarked and sent overseas to U.S. service personnel deployed in Iraq and Afghanistan.

For 22 months Robert Connolly, associate professor of finance and economics in the Kenan-Flagler Business School, and his wife have recruited the help of many University faculty, staff and students to collect and organize care packages to send abroad. Connolly said he had learned that the people who receive these care packages appreciate that "they haven't been forgotten by the rest of us."

Currently, the couple is undertaking a specific

project for the winter: supplying the 173rd Airborne, which is deployed in the mountains of eastern Afghanistan, with the necessary supplies to make it through both a holiday season away from home and a harsh winter.

Members of the brigade will be spending the winter at various outposts and forward operating bases along the Pakistan border. Receiving supplies is often challenging due to the weather and terrain in the region.

Based on e-mail interaction with company-level officers and senior non-commissioned officers, Connolly is putting out a plea for the following items:

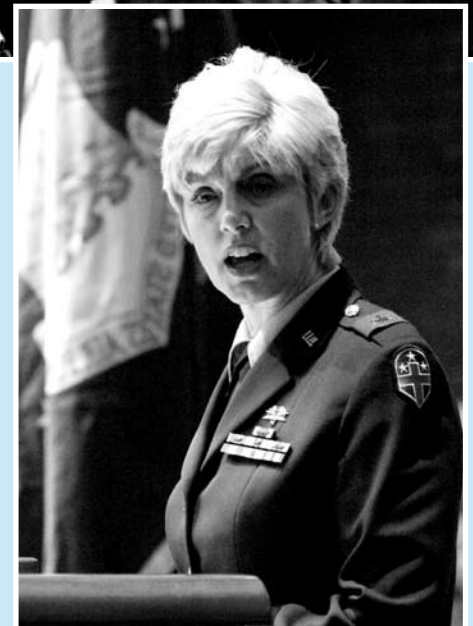
- Coffee mugs with tops (Thermos)
- Nalgene bottles
- Ramen noodles
- Dry soup mixes of the "just add water" variety
- Coffee
- Hygiene items
- Leftover Halloween candy
- Hot chocolate mix
- Recent magazines
- Healthy snacks
- Tea

To help ensure that the brigade receives the care packages before Christmas, Connolly is requesting donations as quickly as possible. His goal is to send them by Nov. 28. Items may be dropped off at Connolly's office in Room 4415 of the McColl Building or left with Barbara Ann Aversano in the MBA program office.

## HONORING OUR VETERANS



More than 100 ROTC midshipmen and cadets assembled in dress uniform at the Nov. 9 Veterans Day ceremony held at the Newman Catholic Student Center Parish. Brig. Gen. Margaret C. Wilmoth (right) spoke at the free public event. This year's ceremony was sponsored by the Army ROTC Unit, the College of Arts and Sciences and the Curriculum in Peace, War and Defense. Veterans Day, formerly called Armistice Day, falls on Nov. 11, the anniversary of the armistice signing by the Allies and Germans in 1918 that ended World War I.





# Internal Communications Survey

**We need your help.** The Office of University Relations is interested in knowing how you get information about Carolina and what type of information is most helpful. We would appreciate your response to the following questions. The survey should only take about 5 to 10 minutes and is completely anonymous, so please be candid.

**1** How well do the following means of communication provide you with the University news you need — things such as academic programs and work-related initiatives, campus events, awards and honors, and policy changes?

Communication	Extremely Well	Adequately	Poorly	Not at All
University mass e-mail .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Main University Web site .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
University Gazette (print or online) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications from Faculty Council/Employee Forum .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications from your unit (college, school, department) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
News Services Web site .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Departmental manager, campus communicator or HR facilitator .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Daily Tar Heel .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local news media (newspapers, TV and radio, Web sites) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**2** How often do you use each of the following as a source of information?

Communication	Daily	Several Times a Week	Occasionally	Never	When It's Published
Main University Web site .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
University Gazette Web site .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Printed University Gazette .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications from Faculty Council/Employee Forum .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communications from your unit (college, school, department) ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
News Services Web site .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Departmental manager, campus communicator or HR facilitator ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Web sites you typically use (please specify): .....					

**3** What are the two most credible sources of University information?

**4** Please rate your interest in receiving information on each of the following topics:

Topic	No Interest	Little Interest	Neutral	Some Interest	High Interest
Campus news and issues (e.g., construction projects, parking, academic programs) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Events and opportunities (things you might attend or want to know about) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alerts (safety precautions, emergencies, severe weather) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policies and procedures (e.g., leave, no-smoking policy, etc.) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Features on individual campus departments or programs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Profiles of faculty and staff .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research news .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Endowed professorships and faculty awards or honors .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff recognition .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaboration among departments .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public outreach (how the University makes a difference in N.C., the U.S., globally) ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salaries, benefits and workplace issues .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The arts at Carolina .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Technology in the classroom or workplace .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Campus history .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify): .....					

**5** The University Gazette, the newspaper for Carolina's faculty and staff, is available both in print and online. What format do you use most often?

☐ I read only the print version.  
Please tell us why:

☐ I read it only online.  
Please tell us why:

☐ Sometimes I read it in print and sometimes I read it online, depending where I am.

☐ I don't read the Gazette.  
Please tell us why not:

**6** What would improve the overall look of the Gazette?

**7** If the Gazette Web site included current University news and upcoming events in addition to all the information the printed publication contains, would you visit the site more often?

☐ Yes. Please tell us why:

☐ No. Please tell us why not:

☐ Sometimes I read it in print and sometimes I read it online, depending where I am.

☐ I don't read the Gazette.  
Please tell us why not:

**8** What would improve the University's means of communication with faculty and staff?

**9** What topic(s) do you need or want more information about?

**10** What is your employee classification?

- ☐ SPA employee
- ☐ Faculty
- ☐ EPA non-faculty

# Faculty/Staff News & Notes

## Jones to step down as Kenan-Flagler dean

Steve Jones, dean of the Kenan-Flagler Business School since 2003, will step down when his five-year term ends June 30, 2008.

"While I am sorry to see Dean Jones' tenure as head of our business school end, I am



JONES

supportive of his decision. This change affords him the opportunity to pursue other endeavors while it allows us to retain his many strengths," said Bernadette Gray-Little, executive vice chancellor and provost.

"I am very pleased that the University will continue to benefit from

Dean Jones' experience and commitment."

For the past five years, Jones "has worked to enhance the reputation of our outstanding business school," Gray-Little said.

Jones' decision does not signal his retirement or departure from the school. "The school will remain my 'first among equals' and I look forward to remaining on the faculty and contributing in fundraising, in the classroom and in new initiatives to give the school even greater reach and impact," he said.

Milestones under Jones' leadership include enhancing student quality and Kenan-Flagler's reputation with corporate recruiters, hiring 25 faculty members in the last two years, raising alumni support to an all-time high, adding 13 endowed professorships and increasing fellowship funding by 37 percent.

When Jones was named dean, he had recently returned to the United States after 15 years overseas and 30 years in business.

He had served as chief executive officer of Suncorp Metway Ltd., one of Australia's 25 largest companies, and managing director of ANZ Banking Group N.Z. Ltd., one of New Zealand's top companies.

A search committee will be formed to recommend a new dean, Gray-Little said.

AITKEN, DER, OLSHAN, SMITH

## Appointments to endowed professorships, department chairs

### MICHAEL D. AITKEN

■ **Title:** Chair, Department of Environmental Sciences and Engineering.

■ **Effective date of appointment:** Sept. 1, 2006.

■ **Education:** Ph.D., University of Notre Dame.

■ **At Carolina since:** 1987.

■ **Classes taught at the graduate level:** Environmental Process Biotechnology.

■ **Research focus:** Biodegradation of organic pollutants, biological processes for waste treatment.

■ **Major honors:** Board Certified Member, American Academy of Environmental Engineers, President of the Association of Environmental Engineering and Science Professors.

### CHANNING J. DER

■ **Title:** Sarah Graham Kenan Professor of Pharmacology.

■ **Effective date of appointment:** July 1, 2006.

■ **Education:** Ph.D., University of California-Irvine.

■ **At Carolina since:** 1992.

■ **Classes taught at the graduate level:** Cell Biology II, Introduction to Molecular Pharmacology, Principles of Pharmacology and Physiology.

■ **Classes taught at the undergraduate level:** Molecular Biology.

■ **Research focus:** Molecular basis of cancer and signal transduction.

■ **Clinical interest:** Lung, colon, pancreatic, breast, ovarian, skin cancers.

■ **Major publications:** Capell, B.C., Erdos, M.R., Madigan, J.P., Fiordalisi, J.J.,

Varga, R., Conneely, K.N., Gordon, L.B., Der, C.M., Cox, A.D., and Collins, F.S. (2005) Inhibiting farnesylation of progerin prevents the characteristic nuclear blebbing of Hutchinson-Guilford progeria syndrome. *Proc Natl Acad Sci USA* 102(36): 12879-84.

Mitin, N., Rossman, K.L., and Der, C.J. (2005) Signaling interplay in Ras Superfamily function. *Curr Biol* 15(14): R563-74.

■ **About the endowment:** The Sarah Graham Kenan Professorships were established by the Sarah Graham Kenan Foundation Inc.

Kenan was born in 1876. She provided the endowment that helped establish the Southern Historical Collection in the University's library.

The Sarah Graham Kenan Professorships were created in 1968 to benefit the law, medical and business schools.

### ANDREW F. OLSHAN

■ **Title:** Chair, Department of Epidemiology.

■ **Effective date of appointment:** Sept. 10, 2006.

■ **Education:** Ph.D., University of Washington.

■ **At Carolina since:** 1991.

■ **Classes taught at the graduate level:** Reproductive and Perinatal Epidemiology, Cancer Epidemiology.

■ **Research focus:** Epidemiology of



AITKEN

DER



OLSHAN

cancer and birth defects.

### JESSICA SMITH

■ **Title:** Albert and Gladys Hall Coates Professor for Teaching Excellence.

■ **Effective date of appointment:** Sept. 1, 2006.

■ **Education:** J.D., University of Pennsylvania.

■ **At Carolina since:** 2000.

■ **Research and clinical focus:** Criminal law, criminal procedure and criminal evidence.

■ **Major publications:** Crawford v. Washington: Confrontation One Year Later (2005 and 2007 supp.); NC Crimes (6th ed.) (forthcoming Dec. 2007).

■ **About the endowment:** The Albert Coates Professorship and the Gladys Hall Coates Professorship were established in the Institute of Government by Chapel Hill entrepreneur and philanthropist Paul A. Johnston and his wife, Margaret McGirt Johnston.

Gladys Hall Coates, a researcher and writer of University history, is the wife of Albert Coates, the Carolina law professor who was the founder and first director of the Institute of Government in 1931.

The couple used their private funds to finance the fledgling institute.

The building at 223 East Franklin St. that first housed the institute is named for them.

Both received the General Alumni Association Distinguished Service Medal. Albert received the medal in 1979 and Gladys received hers in 1992.

## AVC for information security appointed

William Cameron, a senior information technology specialist with extensive experience in administrative and technical aspects



CAMERON

of information security, has been appointed assistant vice chancellor for information security. He started work Nov. 12.

Cameron has experience in vulnerability management, threat management, incident management, security awareness training,

policy development and computer forensic investigations.

Before coming to Carolina, Cameron served as an information security specialist with the N.C. Office of Information Technology Services. There, he managed several information security procurement initiatives that resulted in statewide contracts for enterprise anti-virus software and mobile data encryption products.

Cameron has a bachelor's degree in Industrial Engineering from N.C. State University and a master's degree in business administration from UNC-Greensboro. He is a certified Information Systems Security Professional, Information Systems Auditor, ISC2 Information Security Architecture Professional and holds a SANS Global Information Assurance Certification.

## DECORATIONS & DISTINCTIONS

### Herbert B. Peterson

Professor and chair in the department of maternal and child health in the School of Public Health and professor in the department of obstetrics and gynecology at the School of Medicine, Peterson has been elected to membership in the Institute of Medicine (IOM).

New members are selected from candidates nominated for their professional achievement and commitment to service. Sixty-five new members and four foreign associates were chosen this year, bringing the IOM's total active membership to 1,538.

Peterson is known nationally and

internationally for his work in women's reproductive health, epidemiology, health policy and evidence-based decision-making.

### David A. Felton

Professor of prosthodontics in the School of Dentistry, Felton was awarded the American College of Prosthodontists Distinguished Service Award on Nov. 2 at the college's annual session in Scottsdale, Ariz.

A past president of the college and editor-in-chief of the *Journal of Prosthodontics*, Felton was honored for "his long-term

**See Distinctions, page 13**



# Human Resources

## Spend flexible spending account money this year

If you are enrolled in one or both of the flexible spending accounts this year, you should spend that money before the end of 2007.

Participants in the Health Care and the Dependent Day Care flexible spending accounts must incur eligible expenses by Dec. 31, to receive reimbursement. Claims can be submitted until March 31, 2008.

Eligible day-care expenses include:

- Payments to nursery schools, day-care centers or individual day-care providers who meet all state and local laws and regulations;
- Payments for before/after-school care for kindergarten and higher grades; and

- Payments in lieu of regular day care for day camps (not overnight camps).

You can use the health-care spending account to reimburse eligible expenses for yourself, your spouse and your children. Eligible expenses include:

- Deductibles and copayments you have to pay under your or your spouse's medical coverage;
- Your coinsurance (the part of covered expenses you have to pay) for any medical or dental bills after you have met your deductible;
- Most over-the-counter drugs and medicines. Many pharmacies and stores now mark these eligible expenses on your receipt;

- Prescription drug copays;
- Dental and vision expenses, including glasses, contacts and contact solutions and
- Infertility treatment.

These expenses must be related to medical care and cannot be eligible for reimbursement using your medical insurance.

Other expenses may be eligible as well. For more information about both flexible spending accounts, refer to [www.ncflex.org](http://www.ncflex.org), Benefits Highlights. For a complete list of eligible and ineligible expenses for both spending accounts, log on to [www.ncflex.org](http://www.ncflex.org); refer to Resources, Forms, then Claims Kit.

## Winter blood drive set for Dec. 18

The winter Carolina Blood Drive will be held Dec. 18 from 7:30 a.m. to 1 p.m. in Woollen Gym. Plan now to give a gift from the heart of Carolina during the holiday season, when blood donations are critical for our fellow North Carolinians.

Individuals may donate whole blood as often as every 56 days (eight weeks), so check your calendar to ensure that you are able to join other University donors for this important blood drive.

Refer to [www.unc.edu/blood](http://www.unc.edu/blood) to make an appointment online, or call 96-BLOOD (962-5663, ext. 226), between 8 a.m. and 5 p.m. Monday through Friday through Dec. 17. Appointments are encouraged, but walk-ins will also be accepted. Donors are given a hearty snack after they donate and will receive a free American Red Cross t-shirt.

The American Red Cross is also offering participants the option of collecting double red cells from qualifying donors. Double red blood cell donations allow the donor to give two units of blood, which increases the number of individuals receiving help. Donors with blood types O and B are able to give double red cells. This process requires additional time and has minimum height and weight restrictions. Refer to [www.unc.edu/blood](http://www.unc.edu/blood) for additional information.

Volunteers are vital to make this event a success. Individuals who would like to volunteer their time can go to [www.unc.edu/blood](http://www.unc.edu/blood) and click on the volunteer link for details and shift options.

For more information, contact Employee Services at 962-1483.

### Eat smartly, move more this holiday season

The holiday season is around the corner. If you are looking for ways to eat smartly and move more during the season, the "Maintain, Don't Gain! Holiday Challenge" is the

Challenge" link to register.

The challenge is designed to help you manage the triggers that cause you to gain weight over the holidays. Each week, you will receive a free newsletter containing tips on various topics such as healthy Thanksgiving

encouraged to follow the tips and strategies provided and to track your food intake, activity level and weight.

Each week, two participants will be chosen randomly to receive an Eat Smart, Move More N.C. prize pack.

### Star Heels kicks off

In October, Carolina entered the eighth year of the successful Star Heels Program, which provides awards to individual departments to recognize and reward excellent employees.

Under this popular program, departments are given the flexibility to choose award criteria and timing of awards. Recipients receive an award letter and a \$25 gift certificate to their choice of one of four local vendors.

"Along with these, they also receive much-deserved

acknowledgement from their department and among their colleagues for the great job they are doing each day," said Shelly Green, Star Heels program coordinator in Human Resources.

TIAA-CREF continues to be the sole sponsor of the program.

## Avoid holiday weight gain this year!



Join the Holiday Challenge at  
[www.MyEatSmartMoveMore.com](http://www.MyEatSmartMoveMore.com).  
Participation is FREE

November 19 through December 31

solution. This is a free six-week, online challenge that encourages you to maintain your weight during the holidays.

The challenge begins Nov. 19 and ends Dec. 31. Sign up is easy — simply go to [www.MyEatSmartMoveMore.com](http://www.MyEatSmartMoveMore.com) and click on the "Maintain, Don't Gain! Holiday

meals, managing holiday stress, navigating holiday parties and more.

Recipes for quick, easy, healthy dinners to prepare on busy nights, as well as healthy holiday goodies, will also be included. A food journal, activity log, and weight log are available for free download. You will be

## Adverse weather policy always in effect

The adverse weather policy is always in effect. Any time you cannot attend work due to a weather-related event, the policy applies.

This includes having to stay home to care for a child who could not attend school due to adverse weather.

Human Resources has detailed adverse weather information available at [hr.unc.edu/hottopics/adverseweather](http://hr.unc.edu/hottopics/adverseweather). This includes resources to determine the University's current adverse weather condition, a link to the Department of Public Safety's Web page and access to the adverse weather leave policy.

The University uses three adverse weather operating conditions:

■ **Condition Level I:** "Normal" weather conditions, so the University is open on a normal schedule. Staff can still navigate the campus and local areas safely.

■ **Condition Level II:** "Severe" weather, including heavy snow or ice and/or heavy accumulations, so public transportation is limited. Sidewalks are in poor condition. Classes are canceled, but University offices are open.

■ **Condition Level III:** "Extreme" weather, such as unusually large accumulations of snow, ice or sleet. Law enforcement advises no one to travel except in an emergency. The University has been closed.

Non-emergency employees are responsible

for their regular duties during Conditions I and II.

They must make up any time missed and should make their own decisions about coming to work based on personal safety. Only emergency employees must report to work during Condition III events.

Announcements indicating the closing of state government offices due to adverse weather do not apply to the University.

For details regarding the University's current condition, employees can call the University's adverse weather hotline at 843-1234 or visit the UNC main home page, [www.unc.edu](http://www.unc.edu), for specific updates.

## New office serves EPA non-faculty positions

The Office of Human Resources (OHR) has a new EPA non-faculty human resources unit in Suite 1300 of the Administrative Office Building, 104 Airport Dr.

On Nov. 1, all EPA (exempt from the State Personnel Act) non-faculty personnel responsibilities were transferred to OHR. Matthew Brody, assistant vice chancellor for human resources, oversees these activities and is assisted by Bonnie Smith, who is temporarily assuming the duties of EPA non-faculty human resources officer.

To contact the new office, call 962-2897.

# Reed leaves Carolina for Microsoft Research in December



REED

Dan Reed, who launched the Renaissance Computing Institute (RENCI) in 2004, will become director of scalable computing and multicore at Microsoft Research effective Dec. 3.

Reed came to Carolina in 2003 from the University of Illinois, where he led the National Center for Supercomputing Applications

from 2000 to 2003 and the computer science department from 1996 to 2001. He currently is Chancellor's Eminent Professor and senior adviser for strategy and innovation to Chancellor James Moeser.

"We are grateful for all of Dan's efforts to successfully launch the Renaissance Computing Institute and its strategic partnerships with other universities and the state of North Carolina," Moeser said. "His service in national leadership positions addressing important science and technology issues has also brought an invaluable perspective to our thinking about

the research enterprise at the University."

Reed said the chance to influence the future of computing on the largest scale at Microsoft was irresistible, both as a researcher and as a builder of large-scale systems.

"The transition to multicore — or multiple processors per chip — and the emergence of very large-scale data centers that deliver Web-based services are fundamental changes in computing with deep implications," he said. "This technological sea change will reshape computing, research, the economy and our lives for years to come."

Alan Blatecky, deputy director of RENCi, will serve as the institute's interim director. He was the first RENCi employee recruited by Reed and had been executive director of the San Diego Supercomputer Center. Blatecky had previous N.C. experience.

RENCi, a venture of Carolina, Duke and N.C. State universities and the state of North Carolina, leverages its expertise and multidisciplinary resources in computing, networking and data technologies to stir innovation and address previously intractable problems for the state and beyond.

## Recruitment *from page 3*

### Michael Reiter

Reiter, a Carolina alumnus and global pioneer in the development of critical computer security protocols for air traffic control, Internet connectivity, stock markets and other vital networks, also came to Carolina this summer.



REITER

As the Lawrence M. Slifkin Distinguished Professor of Computer Science, he will develop a new program in computer security. A Morehead scholar who graduated first in the class of 1989,

Reiter earned a doctorate from Cornell.

He taught at Carnegie Mellon University and was director of Secure Systems Research at Bell Laboratories at Lucent Technologies. He is editor-in-chief of the journal ACM Transactions on Information and Computer Security.

### Stefan Litwin

Litwin, an internationally renowned pianist, composer and expert on the music of 20th-century composer Arnold Schoenberg, will join the Carolina faculty in January 2008 as the George Kennedy Distinguished Professor of Music.

He is a professor of contemporary music and interpretation at the Hochschule für Musik Saar, one of the top colleges in Germany. He previously served as a distinguished artist-in-residence at Christ College at Cambridge University and as a fellow at the Institute for Advanced Study in Berlin.

Litwin performs regularly with renowned conductors and orchestras. He holds a doctorate in music from the State University of New York at Stony Brook.

### Simon Blackburn

Blackburn, formerly the Edna J. Koury Professor of Philosophy at Carolina, currently holds a professorship at Cambridge University. Considered one of the most interesting and influential philosophers alive today, he will rejoin the University faculty in fall 2008. He will be a professor in the philosophy department one semester each year for five of the next six years.

Blackburn is a fellow of the British Academy and is an expert on the philosophy of the mind, including language, psychology, metaphysics, metaethics and science.

He is the author of many publications, including *The Oxford Dictionary of Philosophy*, *Think, Being Good, Lust, Truth: A Guide for the Perplexed* and *Plato's Republic* (2006). ■

## Retiring Faculty *from page 3*

the principle of physically connecting the north and south areas of campus to foster stronger ties between academic affairs and health affairs, Lowman said.

The Carolina Physical Science Complex, at the center of campus on what was once considered the boundary between health affairs and academic affairs, is an example of how new construction has fostered that connectedness.

Lowman also said department chairs and school deans were finding more ways to incorporate interdisciplinary and multidisciplinary research into decisions about tenure and promotion.

### Adequate compensation

Even with all these factors in Carolina's favor, Lowman still worries.

He understands that professors, like everyone who works for a living, have to pay attention to their paychecks and that a positive working environment is only half the battle in the competition for the best.

Lowman credits the UNC Board of Governors and University Board of Trustees for recognizing this challenge and establishing a goal to raise pay for tenured and tenure-track faculty to the 80th percentile of their peers.

"We've got a tremendous building program that has given us state-of-the-art facilities, but we've still got to be able to offer more competitive salaries and fringe benefits because great facilities and collegiality can only take us so far," Lowman said.

"If somebody else offers you 50 percent more money, it's hard to turn that down. So money clearly has to play a major role in our success in attracting that best and brightest cohort of faculty members for the next generation. That is a key issue."

### A changing professorate

Another concern that Lowman touched on in his report is the growing number of faculty members who are not tenured or on the tenure track.

From 1996-97 to 2006-07, total faculty at Carolina increased by more than 30 percent — from 2,506 to 3,272 — while the number of tenured and tenure-track faculty actually dropped by 4.3 percent — from 1,793 to 1,716.

This pattern, Lowman said, is the unintended consequence of the University's burgeoning research enterprise. Most of Carolina's fixed-term faculty are research appointments and

are typically paid out of research grants or other non-continuous funding sources. At the same time, Carolina has a growing number of clinical professors paid out of income generated from patient care.

Lowman said the change has not had much effect up to this point, but he sees embedded in this structural shift in the academic workforce a potential threat to academic freedom.

"You don't want to be in the position of having research faculty members reluctant to take on controversial research subjects or publish findings that may be controversial because they fear for their jobs," Lowman said.

A major rationale for having tenure is to protect academic freedom so that professors can speak out and write within their areas of expertise secure in the knowledge their jobs are protected, he said. "That is one reason tenure has been such a cherished and important norm within American higher education."

Lowman also worries that the declining number of tenure-track openings could deter the best and brightest from coming to Carolina for what they might perceive as dead-end, fixed-term appointments.

"We want to make sure there is enough of a perception among the people we hire that there is a permeability in the boundaries between a research faculty member and a tenure-track faculty member that we can hire the best and brightest across the board," he said.

### Going global

Another challenge will be competing for the best foreign-born faculty members. Overall, foreign-born scientists and engineers have more than doubled in the past 30 years and the National Science Foundation expects this trend to continue to address the shortage in American-born Ph.D.s across all fields of science and engineering.

"It is hard to be a global university if all of your faculty members are American," Lowman said. "That doesn't exactly send the right message to potential students who want to learn to live in a new global society."

Since all major U.S. universities want to become global universities, Carolina will face formidable competition for these professors, he said.

"We're starting to see universities in other countries start to compete successfully for American-born faculty," Lowman said. "So this street goes in both directions."

### Enrollment growth

Overlaying all these factors is the anticipated

rise in student enrollment in the decade ahead.

"We pride ourselves here in a strong undergraduate tradition of teaching, and I personally very much subscribe to the philosophy that the best scientists, scholars and artists are oftentimes the best, most exciting teachers because they are state-of-the-art themselves," Lowman said.

However, many large research universities have had to hire a growing number of part-time, temporary instructors when budgets have not kept pace with enrollment growth, Lowman said. So far, that has not been a problem at Carolina.

"We keep class sizes smaller. We have our first-year seminars that get our freshmen directly in contact with leading professors," he said. "But maintaining that contact between our faculty and our students at a time of enrollment growth — and at a time when we know a large percentage of our faculty is going to retire and leave the workforce — is going to be a tremendous challenge for us."

### On the other hand

Lowman is quick to throw in some caveats about the scope of the challenge ahead. Maybe the number of faculty who will be retiring will not be as big as he and others now project. After all, the baby-boom generation has been anything but predictable.

Currently, about 90 percent of faculty members have retired by the age of 70. But that doesn't mean the pattern will continue. Take, for example, Nobel Prize-winning Oliver Smithies, who is well into his 80s and has said he has no intention of retiring because he loves what he does.

Whatever happens, Lowman remains reasonably optimistic about Carolina's chances to attract great faculty that will keep this a great university.

"It is still going to be a lot of work," Lowman said. "There are going to be a lot of search committees for people to serve on over the next eight years to get it right. But frankly, faculty hiring in my personal opinion is the most important decision that a department chair and a dean make. Our research and teaching reputations rest squarely on the shoulders of the faculty we hire."

"The faculty we hire may be with us 30 years. And if we hire the right people, we want them to stay, we want them to prosper and we want them to develop their careers and their intellectual capabilities and bring glory to the University as well as create that dynamite environment to teach students." ■



# Passwords are the keys to protecting your online kingdom

We have all heard nightmares about identity theft. And we have all been warned never to share personal information.

But most people have the common misconception that personal information is limited to a Social Security number or bank account number. Today, such information as birth date, phone number, address or driver's license information can be just as dangerous if it gets in the wrong hands.

One way identity thieves obtain personal information is by "phishing" for consumers' personal identity data and financial account credentials.

One strategy used is sending "spoofed" e-mails to lead consumers to visit Web sites designed to trick recipients into divulging credit card numbers, account usernames, passwords and Social Security numbers.

By creating sites with names similar to legitimate banks, e-retailers and credit card companies, phishers may convince recipients to respond.

Responding to any e-mail from people or

organizations asking for sensitive information carries risks.

While victims of phishing voluntarily give out personal information, other victims of identity theft have personal information stolen from their computers.

The first line of defense against computer intruders is never to share passwords with anyone, change them immediately if you think someone might have obtained them, create strong and complex passwords, have different passwords for different systems and store passwords in a safe place.

For more information about protection against phishing, refer to [www.antiphishing.org](http://www.antiphishing.org).

## How passwords are stolen

How do intruders discover a password? An intruder might point a password-guessing tool (which incorporates a custom dictionary) at a system to try to discover the passwords

## WHAT IT'S ABOUT

on that system. These tools automate guessing and can attempt thousands of possible

combinations of characters in a very short period of time.

For example, the intruder might try "tarheel" as a possible password. At Carolina, such a simple password would never be allowed as an Onyen password because it is so easy to guess. A seven-character password might be guessed within hours.

Onyen passwords follow guidelines that make them strong and complex. They must be at least eight characters long, contain at least one letter and one digit and must share fewer than six consecutive characters with the previous Onyen password.

For more information about creating a strong password, refer to [help.unc.edu/4873](http://help.unc.edu/4873).

## How many passwords to have

Now that you have created a strong password,

how many passwords should you have? If you have a number of sites that need passwords, such as bank accounts, Onyen or non-UNC e-mail accounts, a best practice is to have diverse passwords so that if an intruder obtains one of them, the person will not have access to all your sensitive information.

## How to keep track of passwords

One solution for storing passwords is Cryptainer, a computer program that creates an encrypted storage location where you can safely keep a spreadsheet or document that contains all your passwords.

Cryptainer is free for up to 25 megabytes of data. To learn more about this application and how to use it to store passwords, refer to [help.unc.edu/5900](http://help.unc.edu/5900). Other free or low-cost solutions are also available.

So when it comes to passwords, remember: Never share them with anyone, make them complex, make them diverse and be sure to store them safely.

If you have questions, call 962-HELP.

## Distinctions *from page 10*

service and support of the goals and objectives of the college and substantive contributions to the specialty of prosthodontics.

## Anna Maria Siega-Riz

Associate professor of epidemiology and nutrition in the School of Public Health, Siega-Riz received the March of Dimes Agnes Higgins Award earlier this month at the group's annual meeting in Washington.

She also presented a lecture at the meeting, "Maternal Obesity: The Number One Problem Facing Prenatal Care Providers in the New Millennium."

## Eleni Tzima

Assistant professor of cell and molecular physiology in the School of Medicine, Tzima has been named a 2007 Ellison Medical Foundation New Scholar. The award provides \$200,000 over four years in support of research on the role of blood flow in cardiovascular disease, primarily among the elderly.

The Ellison Foundation New Scholars award supports exceptional young faculty who are nominated by U.S. medical institutions and universities for their outstanding promise in aging research.

## Krishnamurthy Janakiraman

Research associate at the UNC Lineberger Comprehensive Cancer Center, Janakiraman received an American Federation for Aging Research (AFAR) and General Electric Healthcare Junior Investigator Award for Excellence in Biomarker Research at the AFAR scientific conference, "Seeking Biomarkers of Aging and Diseases of Aging."

## School of Government's Adolescent Pregnancy Project

Publications Management magazine in conjunction with the Missouri School of Journalism has presented two Magnum Opus Awards to the school for Best Public Service Series and an Honorable Mention Award for Best All-Around Government Publication for Pregnancy and Parenting: A Legal Guide for Adolescents. ■

# Women's soccer program receives \$1 million endowment

A \$1 million dollar gift from the William R. Kenan Jr. Charitable Trust will help endow scholarships and the operating budget of the University's women's soccer program.

The endowment will be made in the name of William R. Kenan Jr. in honor of alumnus Braxton Schell, an attorney for the William R. Kenan Jr. Funds.

A longtime fan and supporter of the soccer program, Schell regularly attends the team's games and has traveled with the team on overseas exhibition tours as well.

The grant also honors a successful athletic

program that serves as a model of the best that college sports can offer to its participants, fans and alumni, said Richard M. Krasno, executive director of the trust.

"We hope that our gift will enable the women's soccer program to thrive and continue to demonstrate that all college athletic programs can be a source of pride and excitement to the UNC-Chapel Hill community."

Chancellor James Moeser called Schell Carolina women's soccer's most diehard fan. "He has supported women's soccer here since the early days of what is now a true dynasty.

"Brax is a great friend and active volunteer for the University, so it's wonderfully appropriate for the Kenan Trust to honor him in this way," Moeser said.

Carolina has won 19 of the past 26 national championships in women's soccer and boasts an all-time record of 643-31-18 in 29 years as a varsity sport.

"We are overwhelmed and so appreciative of the Kenan Charitable Trust for this remarkable gift," said Coach Anson Dorrance.

"We are all incredibly humbled with the size of the gift and honored with the rationale."

## News Briefs *from page 5*

### Scribe to advance digitization at UNC Library

The first "Scribe" in the Southeast was due to arrive at the UNC Library in November, thanks to a recent agreement between the library and the San Francisco-based Internet Archive.

"Scribe" is a high-speed scanner and software application developed by the Internet Archive that will speed the conversion of books to digital format and encourage experimentation with the free delivery of digitized material via the Internet.

Scribe will help UNC develop capacity for high-speed digitization of library collections and will catalyze collaborative experimentation. Renaissance Computing Institute has signed on as a partner with the library to explore the delivery and use of digital texts for research and education.

UNC will initially turn Scribe to the digitization of large and heavily consulted collections. Under review for the pilot phase are approximately 22,000 Spanish-language dramas from the 18th through the early-20th

centuries; 1,200 American and British travel accounts published between 1782 and 1920; a century of back issues of UNC's yearbook, "Yackety Yack;" and thousands of ephemeral items that document the lives of North Carolinians since the middle of the 18th century.

A public rollout of the Scribe and a formal ribbon cutting for UNC's expanded digital library are planned for early 2008.

### Center at UNC-Charlotte to focus on urbanization, regional growth

The Renaissance Computing Institute (RENCI) will partner with UNC-Charlotte to create a new RENCI engagement center focused on forecasting urban growth and its impacts.

It will be administered by UNC-Charlotte's Urban Institute and will be developed as a partnership among the Urban Institute, the Center for Applied Geographic Information Science and the Charlotte Visualization Center. The three campus entities will collaborate on interdisciplinary research that addresses trends in land use and development in the Charlotte area, and the effects of urbanization on natural resources, traffic patterns, urban infrastructure, quality of life and disaster response.

RENCI will develop models to forecast future urban development, create and disseminate interactive, visual simulations of data on urbanization trends, and deploy visual decision support tools that stakeholders will be able to use to develop and assess sustainable growth and economic development policies.

### Aspiring entrepreneurs invited to compete in Carolina Challenge

The fourth annual Carolina Challenge is under way with a call to aspiring entrepreneurs at UNC to enter the entrepreneurial business plan competition.

The challenge is open to teams from any discipline that includes at least one UNC student or member of the faculty or staff. It is a student-led project of the Carolina Entrepreneurial Initiative designed to help participants gain knowledge and skills needed to launch sustainable enterprises. Teams receive a wide range of training opportunities during the academic year to improve their business and presentation skills.

For more information on a Nov. 27 prep session and application information, see [carolinachallenge.org](http://carolinachallenge.org) or call Maura Feil (516-984-7268) or e-mail [mfeil@email.unc.edu](mailto:mfeil@email.unc.edu). ■

**Chancellor** *from page 1*

the General Assembly and the executive branch. It would be nice have someone who knows that grits is food and not people.”

Other faculty speakers agreed with many of the points Ferrell made.

Richard “Pete” Andrews, Thomas Willis Lambeth Distinguished Professor of public policy and past faculty chair, buttressed Ferrell’s call for a chancellor who understood fully the value of a liberal arts education.

The next chancellor, Andrews said, should be someone who “really understands the way in which humanities, the arts and social sciences speak to the human experience and not become a chancellor just of big science and big biomedical science,” important though they are.

He said that the next chancellor should speak for the core values of Carolina from an academic perspective of those values, but that he or she would not have to “come from within” to be able to do that. Moeser demonstrated that when he came here from Nebraska, Andrews said.

Moeser was a wonderful example of someone

who brought something new to Carolina, but at the same time became an effective champion of the core values of the University, he said.

**A stronger advocate for staff**

Alan Moran, a cabinetmaker in Facilities Services, and David Brannigan, a Grounds Services technician and vice chair of the Employee Forum, reflected on the qualities they saw as present and lacking in the current chancellor.

Moeser did many great things, both men said, praising the introduction of the Carolina Covenant that made it possible for the best students from poor backgrounds to gain entry to Carolina and graduate debt-free.

But, they said, he did not do enough for staff.

Moran said he believed Moeser’s emphasis on the importance of raising faculty pay did not include a similar concern over staff pay.

Both men said that staff members felt they were not listened to and that administrators were going to do whatever they wanted regardless of what staff members thought. Brannigan talked of a gap between the administration and staff members like himself who wear blue shirts to work.

“Most employees see South Building and the

administration as this remote body that sends down edicts from upon high,” Brannigan said.

Emily Kass, director of the Ackland Art Museum, said she viewed the arts as an equal partner in the educational process and wanted to see a chancellor who agreed with the notion that an appreciation for the arts was an essential part of a great education.

**A big showing from students**

Student Body President and committee member Eve Carson spoke first to praise the efforts of the Student Body Advisory Board for its work in producing an 18-page document that was “meant to serve as a preliminary statement of values, standards and concerns from the general student population.”

Students from every background were surveyed in an attempt to represent the views of the entire student body for the search committee to weigh.

Many of the 25 students who spoke served on the board and wrote various sections of the document. The consistent theme among the speakers and the report was a respect for diversity. Difference should not be tolerated,

but embraced and celebrated as an essential ingredient to a good education and a better world, the students said.

First-year student Harrison Brooks contradicted some faculty sentiment by saying he would like to see the next chancellor come from the Carolina community because that person would already possess a built-in familiarity and allegiance that could breed success.

Another student suggested that the next chancellor be youthful — not in age, but in outlook, with fresh ideas, energy and optimism about the future.

Charissa Lloyd, chair of the College Republicans, said students should be free of ideological discrimination, especially in the classroom. “We want the ability to defend our ideas, even if they differ from our professors’ perspectives,” she said.

Paige Michael-Shetley, chair of the UNC Students for Ron Paul, agreed that the next chancellor should strive to make the University an open marketplace of ideas — and politics. That openness was not only consistent with the University’s values and tradition, but was also essential for the University to maintain its national prominence, she said. ■

**Council** *from page 7*

involved in enhancing the University’s research enterprise to meet Chancellor James Moeser’s goal of a \$1 billion per year funding level.

“I’m sure we would probably prefer not to set a dollar goal because that sends a message that we only care about money and not the quality of research and its impact. But it provides something concrete,” said Tony Waldrop, vice chancellor for research and economic development.

Reaching that goal, though, was complicated by reduced resources and greater competition for available funding, panelists said.

The nature of business as usual has changed,

said Harvey Seim, chair of the Faculty Research Committee. In marine sciences, where he is associate professor and director, Seim said National Science Foundation (NSF) funding had fallen from 30 percent to less than 10 percent.

“We’re on this wheel and running but we’re never being terribly productive,” he said. “Interdisciplinary research is where new money seems to be. You need to figure out how to make yourself look attractive, but this is a different business than writing a straight NSF grant. It means reaching across campus, to other campuses or to private industry to find additional resources.”

Peggy Bentley, associate dean for global health, agreed that faculty should take advantage of their strengths in collaborative

research. “That is the competitive edge we need to pursue.”

The School of Public Health, for example, has identified four areas of emphasis that play on the school’s existing strengths, she said. “It isn’t that other areas aren’t important, but having these strategic areas has helped us crystallize where to put our resources.”

Creating a more collaborative research focus also would have an impact on promotion and tenure considerations, Waldrop said. “Currently, we don’t emphasize being a member of a team,” he said.

In the humanities, unlike the sciences, securing grants is not directly related to tenure, said Jacquelyn Hall, Distinguished Professor of history. “But in an indirect sense it is just as important for faculty research

to be supported through sabbaticals and fellowships,” she said.

In its report, the committee made several recommendations for finding and responding to funding opportunities including dramatically increasing funding for the University Research Council grants program. Other suggestions included fostering interdisciplinary research and enhancing faculty incentives by evaluating compensation packages and implementing a campus-wide sabbatical program.

**Other action**

The council approved proposals to revise the student appellate process and clarify elements of reckless driving, driving while impaired and sanctions of drug or alcohol suspension. ■

**Commencement** *from page 1*

crisis for the Carter administration.

Carter’s father was publisher of the Greenville (Miss.) Delta Democrat-Times. A New Orleans native and graduate of Princeton University’s Woodrow Wilson School of Public and International Affairs, Carter served as a lieutenant in the U.S. Marines Corps for two years. He returned to Greenville and spent 17 years as a reporter, editor and associate publisher of the family-owned newspaper. In 1961, Carter won the Society of Professional Journalists’ national award for editorial writing. He was a Harvard University Nieman Fellow from 1965-66.

In the 1960s, Carter became active in racial and political reform in the South. He worked on presidential campaigns for Lyndon Johnson in 1964 and Jimmy Carter in 1976 and joined the Carter administration in 1977.

After leaving the state department in 1980, Carter held a variety of news media positions, including opinion editorial columnist for the Wall Street Journal. His work garnered four national Emmy awards and the Edward R. Murrow Award for best foreign documentary.

Parking for commencement will be available in the Manning, Bowles and Hinton James lots and the Craige Parking Deck. A reception on the concourse will follow the ceremony. ■

**BOG member honored for service to higher education**

The late Benjamin S. Ruffin of Winston-Salem is the 2007 recipient of the University Award, the highest honor given by the UNC Board of Governors.

On Nov. 8, UNC President Erskine Bowles and awards committee chair Brad Adcock presented Ruffin’s family with the award, which recognizes illustrious service to higher education in North Carolina.

Ruffin, a highly respected civil rights activist, businessman and civic leader who served as the first African-American chair of

the Board of Governors, died unexpectedly last December at the age of 64.

He was known as a tireless defender of greater educational access and affordability, as well as greater inclusion in state government and in the political process. The posthumous award acknowledged his inspirational leadership and lasting impact on the UNC system and all of public higher education in the state.

A Durham native, Ruffin held a master’s degree in social work from Carolina and

seven honorary doctorates. A business consultant, retired vice president for corporate affairs for R. J. Reynolds Tobacco Company and former special assistant to Gov. James B. Hunt Jr., Ruffin was the recipient of the NAACP’s Kelly M. Alexander Humanitarian Award and the D. H. McGannon Citation from the National Urban League.

An emeritus member of the Board of Governors at the time of his death, Ruffin was first elected to the board in 1991.

**Tuition** *from page 1*

and make an appropriate contribution to the University’s overall goal of excellence,” Moeser said. “Another consideration should be where we fall in the competitive marketplace for tuition rates charged by our peers.”

He said the task force’s report provided ample evidence to show that a campus-based tuition increase of \$1,250 for nonresident undergraduates would be consistent with

those beliefs.

“This amount covers what we calculate to be the inflationary increase required for these students to fulfill their commitment to pay for the full cost of their education,” Moeser said. “That calculation factors in the cost of the new funding available this year for faculty salaries through state appropriations and last year’s campus-based tuition increases.”

Similarly, Moeser told trustees he had rejected options as high as \$1,500 for non-resident undergraduate tuition that the task

force had examined, because the additional revenue it would generate (about \$473,000 after accounting for need-based financial aid) would not be significant enough to “justify the additional stress this higher amount would place on our campus culture, when our North Carolina undergraduates will pay no increase.”

Moeser also explained why he had not accepted the task force’s recommendation to

**See Tuition page 15**



Tuition from page 14

keep graduate student increases the same for both residents and nonresidents.

“For graduate students, it is critical to differentiate the rates for residents and non-residents,” he said. “I endorse the lower end of the task force’s suggested streamlined range — \$800 — for nonresidents because it covers the cost of inflation. That is the measure we should be focused on, even when considering that we use tuition remission funds to adjust nonresident tuition to in-state levels for our graduate students receiving University support. If the rate were any lower than \$800 we would lose ground, and that would not be acceptable.”

As for resident graduate students, Moeser said he disagreed with the task force’s thinking in setting the range between \$800 and \$1,500.

“Even at the \$800 figure, the disparity between the percentage difference — in the double digits — for nonresidents and residents is just too much,” Moeser said. “It would be an inconsistency that sends the wrong message to our students and to the state.”

Moeser told trustees that he hoped they would consider the fairness of his \$400 proposed increase for resident graduate students.

While differing with the task force over some numbers, he endorsed the task force’s proposals for how any new campus-based tuition funds should be spent, starting with the 35 percent of revenues that has always been set aside for need-based financial aid.

What is new in this year’s recommendations is \$600,000 for advising program support. The remaining revenues should be devoted to more faculty positions and faculty salaries, Moeser said.

Moeser said setting these tuition rates was a delicate process that had a profound impact on students and their families.

On the one hand, trustees must consider if what parents are being asked to pay in tuition is fair and affordable. On the other hand, it must weigh the critical role that money generated by tuition plays in helping to keep and attract the best faculty, who are fundamental for providing the great education from Carolina that students and their parents expect.

“We all have an important responsibility to protect the quality of the education we provide to students and the value of the Carolina diploma that they will receive upon graduating,” Moeser said. ■



You are invited to participate in the faculty and staff 17<sup>TH</sup> ANNUAL

# Jingle Bell Jog

3 MILE RUN • 1.5 MILE WALK • FRIDAY, DECEMBER 7, 2007

**LOCATION** Meet in front of **Woollen Gym**

**TIME** Registration and check-in: 11:30 am – noon

**RUN/WALK START 12:15 p.m.**

**PRIZES** All participants will be eligible for prize drawings following the run/walk.

- An award will be given to the team with the most participants.
- An award will also be given to the team with the most creative costumes celebrating the holiday season.

**FOOD DRIVE** Collections will be made for two charities this season:

- Non-perishable food items to be donated to a local food bank.
- Non-perishable PET items to be donated to the local animal shelters (besides food, old blankets, leashes, bowls, collars, etc, are all welcome).
- Those making a donation to either cause will be eligible for a special drawing.

**REFRESHMENTS** Free refreshments will be provided for participants after the event.

**REMINDER** ■ Pre-registration forms must be received by Monday, **December 3rd**.

- Participants may register on the day of the event but only pre-registered teams will be eligible for the team award.

**MAIL TO Employee Fitness CB # 8610 • Fax: 962-0489 • Phone: 962-7348**

*Presented by Carolina Campus Recreation.*

KEEP UPPER SECTION AS A REMINDER

I understand the potential health dangers associated with vigorous exercise and hereby assume all risk of injury which may be associated with participation in the 2007 Jingle Bell Jog. I waive any and all claims, and release, absolve, and indemnify the University Administration and Department of Exercise and Sport Science staff for any injury I may sustain while participating in this event. I further agree to obey all pedestrian traffic laws (i.e. remain on the sidewalk, stop at all red lights, cross at crosswalks, wait for oncoming traffic to pass, etc.) and release from responsibility the Town of Chapel Hill and all of its officers and agents, and the University of North Carolina at Chapel Hill.

FULL NAME (PLEASE PRINT)		TEAM NAME
DEPARTMEN/UNIT		PHONE
E-MAIL		TEAM LEADER
SIGNATURE		TEAM LEADER PHONE
		TEAM LEADER EMAIL

Calendar from page 16

- FRIDAY CENTER**  
**Fridaycenter.unc.edu.** Call 962-3000. Registration: 962-2643 or **fridaycenter.unc.edu/pdep. \$**  
**COMMUNITY CLASSROOM SERIES - 7-9 PM.**  
11/15 “Imagining Extinctions: Evolution and Ethics.”
- SCHOLARLY COMMUNICATION WORKING GROUP**  
Contact Carolyn Kotlas, **kotlas@email.unc.edu. www.unc.edu/schol-com.**  
12/12 Impact of Technology on Scholars and their Work. 214 Davis Library. Noon-1 pm.
- UNIVERSITY MANAGERS ASSOCIATION**  
E-mail **duval@mail.fpg.unc.edu. uma.unc.edu.**  
11/21 Third Wednesday Conversations – brown bag lunch. Campus Y. 11:45 am.  
12/4 Informal lunch. McAlister’s Deli. 11:45 am.

DEADLINES TO WATCH

OFFICE OF THE VICE CHANCELLOR FOR RESEARCH AND ECONOMIC DEVELOPMENT

- research.unc.edu/red/excellence\_research\_admin.doc. research\_excellence@unc.edu.**  
11/15 Deadline to submit nomination for W. Scott Blackwood Excellence in Research Administration Award. See Web site for information.
- EMPLOYEE FITNESS**  
12/3 Deadline to register for Jingle Bell Jog (to be eligible for team awards). See registration form above.
- CENTER FOR WOMEN’S HEALTH RESEARCH www.cwhr.unc.edu.** 966-7928.  
12/3 Deadline to submit abstracts for Ninth Annual Women’s Health Research Day. All areas of women’s health research accepted. Guidelines and information on Web site.
- CAROLINA ENTREPRENEURIAL INITIATIVE www.unc.edu/cei/grad.**  
12/12 Deadline to apply for Graduate Certificate Program in Entrepreneurship.
- CAROLINA WOMEN’S LEADERSHIP COUNCIL provost.unc.edu/announcements/facmen-toraward.**

- 1/18/08 Deadline to make a nomination for a Faculty Mentoring Award. See Web site and make nomination online: **www.unc.edu/pgci-bin/WLCMA\_viewapp.pl.**
- FITNESS | RECREATION | WELLNESS**
- CAMPUS RECREATION**  
203 Woollen Gym. Call 843-PLAY. **pomerant@email.unc.edu, www.campusrec.unc.edu/events.html.** Gym/pool privilege card required. For complete listings of campus recreation facilities and links to each program, refer to **www.campus-rec.unc.edu/Facilities.htm.**  
**SPECIAL EVENT**  
12/7 Jingle Bell Jog. 12:15 pm.
- KIDS ROCK (RECREATIONAL OPPORTUNITIES FOR CAROLINA KIDS)**  
**www.campusrec.unc.edu/heels.html#family\_fun.** RSVP to **tleighc@email.unc.edu** at least two days before scheduled event.  
12/1 Climbing. Mike Lyons introduces the indoor climbing wall, some indoor soccer. Rams Head Recreation Ctr. 10 am-noon. Free.

- WALK FOR WELLNESS**  
E-mail **lmangili@email.unc.edu. wwwcampusrec.unc.edu/heels.html.**  
Walks held through the week from various locations on campus. Refer to Web site for routes and more info.
- EMPLOYEE RECREATION**  
Contact Lauren Mangili, **lmangili@email.unc.edu, 962-7348. www.campusrec.unc.edu/heels.html.** Employee fitness program. For complete listings of services, see web site.
- SQUARE HEELS SQUARE DANCE CLUB**  
Email Rebekah Gunn, **gunnhsd@earthlink.net. www4.ncsu.edu/~godfrey/sd.htm.** Through 12/21 Square dance lessons. Binkley Baptist Church, 1712 Willow Dr. 7:30-8:30 pm. \$
- TRAINING**
- INFORMATION TECHNOLOGY SERVICES**  
E-mail **LearnIT@unc.edu. LearnIT.unc.edu.** Refer to web site for current schedule of workshops that include information technology topics for faculty, staff, students.

# Calendar

NOV. 15 – DEC. 12

NEXT CALENDAR INCLUDES: DEC. 13 – JAN. 9, 2008

DEADLINE FOR SUBMISSIONS: 5 P.M., MON., DEC. 3

E-MAIL: [gazette@unc.edu](mailto:gazette@unc.edu)

FAX: 962-2279: Clearly mark for the Gazette.

CAMPUS BOX: 6205

## NOTEWORTHY

### BELL TOWER TOASTMASTERS

Contact Doug Strong: 843-9377, [strongd@med.unc.edu](mailto:strongd@med.unc.edu). [www.unc.edu/bellttmi/btmaster.htm](http://www.unc.edu/bellttmi/btmaster.htm).

Every Tuesday Practice formal and informal presentations with feedback. 5th floor conf room, Health Sciences Library. 11:45 a.m. - 1 pm.

### CAROLINA INN'S TWELVE DAYS OF CHRISTMAS

[www.carolinainn.com](http://www.carolinainn.com).

12/2 Community Open House. Maple View Farms egg nog, chocolate milk, fresh baked cookies, self-guided tours of the Twelve Days of Christmas holiday vignettes. Performance by hand bell ringers. Free. Noon-5 pm. See Web site for complete list of events.

### CHANCELLOR SEARCH COMMITTEE

E-mail [chancellor\\_search@unc.edu](mailto:chancellor_search@unc.edu).

11/15 Open forum for attendees to share qualifications they hope to see in the next chancellor. Gerrard. 6-8 pm.

### FACILITIES HOLIDAY BLOOD DRIVE

For appointments, call Phyllis Hoffman (962-0764); e-mail [phyllis.hoffman@fac.unc.edu](mailto:phyllis.hoffman@fac.unc.edu).

12/7 Annual holiday blood drive. 102 Horney Bldg. 9 am-2 pm.

### EMPLOYEE FORUM

[www.unc.edu/staff/forum](http://www.unc.edu/staff/forum).

12/5 Assembly Rm, Wilson Library. 9:15 am.

### ENVIRONMENT, HEALTH AND SAFETY

Call 962-5507. [ehs.unc.edu](http://ehs.unc.edu).

### FLU SHOT CLINICS (ALL RUN 8 AM-5 PM)

11/14 Horney Building, Magnolia Room;  
11/15 Medical Biomolecular Research Building, second-floor lobby;  
11/27 Public Safety Building, Room 0003;  
11/28 Union, Room 2518;  
11/29 McColl Building, Loudermilk Foyer; and  
12/5 Union, Room 2518.

### FACULTY COUNCIL MEETING

[www.unc.edu/faculty/faccoun](http://www.unc.edu/faculty/faccoun).

12/7 Stone Ctr Hitchcock Rm. 3-5 pm.

### FEDEX GLOBAL EDUCATION CENTER

[www.global.unc.edu](http://www.global.unc.edu). Call Laura Griest (962-0318) or e-mail [lauragriest@unc.edu](mailto:lauragriest@unc.edu). All events take place at the center.

### LANGUAGE AT LUNCH

Second week of month Grab lunch and practice language skills. Mon, Spanish; Tue, French; Wed, Portuguese; Thu, Chinese; Fri, Arabic. Global Cup Café. 11:30 am-1:30 pm.

### INTERNATIONAL EDUCATION WEEK

(Unless noted, all events occur at FedEx Global Ed Ctr.)

11/15 Triangle Taiko performance. Aud. 7 pm.  
11/15 Passport Drive. Rm 4003. 10 am-3 pm.  
11/16 P'ansori: Traditional Korean Music and Storytelling. 103 Graham Memorial. 2-3 pm.  
11/16 TransAtlantic Masters Program Roundtable Discussion. Rm 1009. Noon-1:30 pm.  
11/16 K-12 International Presentations and Performances. Rm 4003. 8-11 am.

### SPECIAL EVENTS

11/29 "Antonia's Line," Dutch with English subtitles. Discussion follows by Dan F. Thornton. Aud. 8-10 pm.  
12/6 Los Chapeljileños - Latin Vocals of John and Carmen Chasteen. Aud. 7-8 pm.

## 'NUTCRACKER'

A staple of the holiday season in which in the imagination of a child's world all things are possible, "Nutcracker" will be performed by Carolina Ballet in four performances over three days, Nov. 30 and Dec. 1 and 2, in Memorial Hall. For tickets, call 843-3333 or visit the Memorial Hall box office.

## READINGS | FILMS | PERFORMANCES

### BULL'S HEAD BOOKSHOP

Call 962-5060, [bullshhead@store.unc.edu](mailto:bullshhead@store.unc.edu).

12/5 Annual bilingual reading of "The Grinch" in Latin and English for families. Refreshments. Haiku contest. 3 pm.

### CAROLINA PERFORMING ARTS

Call 843-3333. [performingarts@unc.edu](mailto:performingarts@unc.edu). [www.carolinaperformingarts.org](http://www.carolinaperformingarts.org). \$ Unless noted, all performances in Memorial Hall.

11/15 North Carolina Symphony. 8 pm.  
11/17 UNC Clef Hangers Fall Concert. 8 pm.  
11/18 Carolina Style Dance Company presents: Hope on the Hill. 2 pm.  
11/26 Kathleen Battle with Cyrus Chestnut. 7:30 pm.  
11/30 Carolina Ballet: "Nutcracker." 8 pm.  
12/1 Carolina Ballet: "Nutcracker." 11 am.  
12/2 Carolina Ballet: "Nutcracker." 2 pm.  
12/3 UNC Wind Ensemble and Symphony Band. 7:30 pm.  
12/5 UNC Symphony Orchestra. 7:30 pm.  
12/7 North Carolina Jazz Repertory Orchestra: "Swingin' Yuletide Celebration." 8 pm.  
12/8 Handel's Acis and Galatea. 8 pm.  
12/9 North Carolina Symphony: Handel's Messiah. 8 pm.  
12/12 WUNC presents The Capitol Steps. 7 pm.

### COMMUNICATION STUDIES

[comm.unc.edu/newsevents/Performances](http://comm.unc.edu/newsevents/Performances). Call 843-3333. E-mail [wordshed@unc.edu](mailto:wordshed@unc.edu). \$

Through 11/18 "Tupelo: to Elvis and the town he left behind." ArtsCenter, Carrboro. 11/15-17, 8 pm; 11/18, 3 pm. See [www.artscenterlive.org](http://www.artscenterlive.org). Call 929-2787.

### MUSIC DEPARTMENT

Call 962-1039. [music.unc.edu](http://music.unc.edu).

11/15 UNC Percussion Ensemble. 107 Hill. 7:30 pm.  
11/16 Newman Series: Music from our Own. Aud. Hill. 8 pm.  
11/18 UNC Guitar Ensemble Fall Concert. Aud. Hill. 2 pm.  
11/18 American Piano Music. Aud. Hill. 4 pm.  
11/20 UNC Glee Clubs Scholarship Benefit Concert. Aud. Hill. 7:30 pm.  
11/27 Wind Chamber Music. Aud. Hill. 7:30 pm.  
11/29 This Night, This Moment: Music of Allen Anderson, Schoenberg, Mozart. Aud. Hill. 7:30 pm.  
11/30 UNC Jazz Combos. 107 Hill. 4 pm.  
11/30 Jazz Workshop. 107 Hill. 6 pm.  
12/1 Jazz Workshop. 107 Hill. 8 am.  
12/1 Messiah, Open Sing. Wesley Foundation. 7 pm.  
12/1 UNC Jazz Band. Aud. Hill. 8 pm.  
12/2 Music of Handel. Person Recital. 7:30 pm.  
12/3 UNC Wind Ensemble and Symphony Band. Memorial. 7:30 pm.  
12/5 UNC Symphony Orchestra. Memorial. 7:30 pm.  
12/7 Holiday Jazz Blizzard. Memorial. 8 pm.  
12/8 Newman Series & Music on the Hill: Handel's Acis and Galatea. Memorial. 8 pm.  
12/9 An Elizabethan Christmas. Person Recital. 3 pm.

### PLAYMAKERS REPERTORY COMPANY

Call 962-7529, [www.playmakersrep.org](http://www.playmakersrep.org). \$  
11/28-12/16 "The Little Prince." Ctr for Dramatic Art. For show times, refer to: [www.playmakersrep.org/calendar](http://www.playmakersrep.org/calendar).

## ATTRACTIONS

### MOREHEAD PLANETARIUM

Call 549-6863 for show times or 962-1236, [mhplanet@unc.edu](mailto:mhplanet@unc.edu). [www.moreheadplanetarium.org](http://www.moreheadplanetarium.org). \$

### SKYWATCHING

12/14 View Geminid meteor shower, crescent Moon, Mars. Ebenezer Church Recreation Area, Jordan Lake. 9-11 pm.

### SPECIAL EVENT

11/16 2007 Jupiter Ball, annual gala, black tie fundraiser. Morehead Bldg. 7 pm. Download invitation: [www.moreheadplanetarium.org/files/JB07\\_Invitation.pdf](http://www.moreheadplanetarium.org/files/JB07_Invitation.pdf).  
■ "The Ancient Carolinians." Opens 11/17. Morehead South Gallery.

### NORTH CAROLINA BOTANICAL GARDEN

[www.ncbg.unc.edu](http://www.ncbg.unc.edu).

### HOURS

Mon-Fri, 8 am-5 pm; Sat, 9 am-5 pm; Sun, 1-5 pm. Piedmont Nature Trails: Dawn to dusk daily. Call 962-0522.

### ART AT THE GARDEN

■ 20th Annual "Sculpture in the Garden" exhibition. Through 11/16.  
■ "A Closer Look" — drawings by Maryann Roper and Jean LeCluyse. Detailed portraits of plants and landscapes. Through 12/31.

### TOURS/WALKS/HIKES

12/2 11th Annual William Lanier Hunt Campus Walk.

### CLASSES/WORKSHOPS

11/15 Chinese Brush Painting: Insects and Birds. Four Thursdays.  
11/27 Botanical Illustration Studio: Fruits and Berries. Four Tuesdays.  
11/30, 12/1 Natural Ornaments for the Holiday Tree. Free workshop. Call 962-0522 to register.

## GALLERIES | EXHIBITS

### ACKLAND ART MUSEUM

Wed-Sat, 10 am-5 pm; Sun, 1-5 pm. Call 843-1611 (tape), 966-5736 (voice), 962-0837 (TTY); [ackland@email.unc.edu](mailto:ackland@email.unc.edu). [www.ackland.org](http://www.ackland.org).

### SPECIAL EVENTS

11/15 Lunch with One. 1-2 pm.  
11/18 Music in the Galleries. 2-4 pm.  
11/23 Community Day: Looking and Discovering. 10 am-4 pm. Performances by storyteller Donna Washington, learn basic Chinese brush painting techniques with artist Alice Zhao.  
11/27 Yoga in the Galleries. 12:10-1 pm.  
11/28 Art and Literature at the Ackland: "The Bowl Is Already Broken." 7-8:30 pm.  
12/2 A Special Sunday: Creative Writing Performance. 2-4 pm.  
12/3 Yoga in the Galleries. 12:10-1 pm.  
12/8 Drawing in the Galleries. 10 am-noon.  
12/13 Lunch with One. 1-2 pm.  
12/14 Art after Dark. Open till 9 pm.

### EXHIBITIONS

■ "Spirit of the Brush." Exhibition of calligraphy. Through 11/25.  
■ "The Healing Arts: Sickness and Social Impact." Through 1/13/08.  
■ "Enlightened Patronage: Art in Service to Humanity." Through 1/13/08.  
■ "The Art of Looking: Selections from the Collection of Charles Millard." Through 12/30.

### CENTER FOR DOCUMENTARY STUDIES, DUKE UNIVERSITY

11/29 Earl Dotter/Tennessee Watson: "Farmworkers Feed Us All: The Work and Health of Migrants in Maine." Dotter and Watson present new work from a project in Maine where 10,000-15,000 migrant farmworkers are employed. Hyde. 7 pm.

### FEDEX GLOBAL EDUCATION CENTER

[international.unc.edu/GEC.html](http://international.unc.edu/GEC.html). Contact Laura Griest, [lauragriest@unc.edu](mailto:lauragriest@unc.edu).

■ "Women Empowered." Exhibition by Phil Borges, photographer. Through 1/3/08.

### HANES ART CENTER

[www.webslingerz.com/depts/art/news\\_events](http://www.webslingerz.com/depts/art/news_events). Call 962-2015. Hanes Art. Mon-Fri, 8 am-5 pm.

### JOHN AND JUNE

### ALLCOTT GALLERY

■ "Dennis Zaborowski: Looking Back." Through 12/13.

### HEALTH SCIENCES LIBRARY

■ "Plants with a Purpose." Exhibit examines healing impact of plants.

### ROBERT AND SALLIE BROWN

### GALLERY AND MUSEUM

Stone Ctr, 150 South Rd. 962-9001. Gallery hours 10 am-7 pm, Mon-Fri, closed University holidays.  
■ "Body and Soul: Paul Robeson, Race and Representation." Through 1/25/08.

### WILSON LIBRARY

Exhibit areas open Mon-Fri, 8 am-5 pm (NC Collection Gallery opens at 9 am.). Weekend hours vary by exhibit; call 962-0114 for details. NC Collection Gallery offers guided tours Wednesdays at 2 pm, other times by appointment. Call 962-1172.

### SECOND (MAIN) FLOOR

■ The History of the North Carolina Collection. Hall.  
■ "A Knight to Remember: The Life and Legacy of Sir Walter Raleigh." Through 1/31/08. Also, exhibits on Sir Walter Raleigh, UNC history, rare bird prints, Eng and Chang, plus historic rooms. NC Collection Gallery.  
■ Recent Acquisitions, NC Collection Reading Rm.

### THIRD FLOOR

■ "A Being More Intense: British Romantic Writers in the Rare Book Collection." Melba Remig Saltarelli Exhibit Rm. Through 12/31.

### FOURTH FLOOR

■ "A Nursery of Patriotism: The University at War, 1861-1945. Pleasants Family Assembly Rm. 5:45 pm. Through 2/29/08.

## LECTURES | SEMINARS | COLLOQUIA

### THURSDAY, NOVEMBER 15

**Parr Center for Ethics** Ethics in the Professions Series Public Lecture: "Leadership and Values." John Allison, Chair, CEO, BB&T Corp. Aud, Stone Ctr. 3 pm.  
**Office of Technology Development** Carolina Innovations Seminar: "Synecor: A New Paradigm for Med Tech Development in North Carolina." William N. Starling, CEO, and Richard S. Stack, president, Synecor. 201 Chapman. 5:15-6:15 pm.

### MONDAY, NOVEMBER 19

**College of Arts and Sciences** Frey Foundation Distinguished Visiting Professor: "A Conversation with Ted Turner." Turner, chair of Turner Foundation and former owner and chair of Turner Broadcasting System Inc. and founder of CNN, will be interviewed by Pat Mitchell, former Public Broadcasting Service president. Memorial. 4 pm.

### WEDNESDAY, NOVEMBER 28

**Carolina Seminar in Entrepreneurship** "Expanding Social Entrepreneurship at UNC." Hyde. Noon-1:30 pm.

### FRIDAY, DEC. 7 – SATURDAY, DEC. 8

**Program in the Humanities and Human Values** "Xenophobia: Nationality & Ethnicity in Wartime America." Call 962-1544 or see [www.unc.edu/depts/human](http://www.unc.edu/depts/human).

See Calendar, page 15

## IT'S ALL ONLINE

The Gazette calendar is geared only toward items of general interest. ■ For complete listings of Carolina events, see the Carolina Calendar at [www.unc.edu/calendar](http://www.unc.edu/calendar) ■ For complete listings on Carolina athletics, see [tarheelblue.com](http://tarheelblue.com).